



**WE APPRECIATE ALL OF YOU WHO  
HAVE TAKEN THE TIME TO  
PROVIDE US WITH CONSTRUCTIVE  
INPUT REGARDING THE FOCUS  
TRAINING CRITERIA.**

### **We All Benefit from Continuous Quality Improvement**

We at the state level are working on Continuous Quality Improvement right alongside you. Just as you want to make your program as great as it possibly can be, we want to make sure that the statewide FOCUS quality improvement system is responsive to your needs.

We have spent a lot of time talking with you about the current FOCUS training criteria – gathering feedback – and talking about changes that could be made.

At this time, we want to present potential changes in four areas – and possible revisions to the criteria in those areas – for your comments.

Please submit comments about these possible changes to Lauren DeCristoforo in the Office of Child Development ([Lauren.DeCristoforo@state.nm.us](mailto:Lauren.DeCristoforo@state.nm.us)) by October 1, 2015.

In the month of October we will process all the comments we receive and hope to implement the changes to the criteria on November 1, 2015 as part of our on-going pilot.

**WE HEAR YOU!**



Following are the four areas that we are addressing at this time.

All four areas address FOCUS PROFESSIONAL DEVELOPMENT AND TRAINING CRITERIA:

**1) Input that we've received:** *We are not always able to access college courses in the order that they are required – nor are we able to take the “six-hour courses” in the order that they are required. Colleges and TTAPs don't offer these courses all the time, so it holds us up when we have to wait for them to be offered.*

**Proposed change:**

Any of the courses leading to the New Mexico Child Development Certificate can be taken when a college course is required. Either of the “six-hour courses” can be taken when a “six-hour course” is required.

**2) Input that we've received:** *Taking the 45-Hour Entry Level Course AND all of the required FOCUS training is too much for new teachers. In fact, it's not only unreasonable – it's almost impossible!*

**Proposed change:**

NEW EDUCATORS are only required to take the *45-Hour Entry Level Course* and “Intro to Focus” during their first year of employment.

More experienced educators who have already taken the *45-Hour Entry Level Course* and have worked with children for at least six months are expected to take the FOCUS training as required.

**3) Input that we've received:** *Not all teachers are at the same level – some are just beginning and others have many years of experience. FOCUS training needs meet the need of each individual teacher – and result in an individualized Professional Development Plan.*

**Proposed change:**

The *Orientation to Intentional Teaching Series*, *Introduction to Intentional Teaching series*, *Intermediate Intentional Teaching series*, and *Advanced Intentional Teaching series* are no longer required.

In collaboration with the FOCUS Consultant and individual educator, the Director is expected to observe each educator's strengths in the classroom, consider previous training, and determine training needs. A plan to learn about, implement, or review the Early Learning Guidelines, the NM Authentic Observation Documentation and Curriculum Planning Process, and Continuous Quality Improvement will be written into each educator's Professional Development Plan.

**4) Input that we've received:** *Program Directors are very busy and have many responsibilities. The Leadership Academies need to be more focused on the FOCUS criteria and individualized to further their leadership skills.*

**Proposed change:**

The Leadership Academy series will be totally revamped with input from Directors. Leadership Academies at STAR Levels 4 and 5 will focus on putting leadership skills into action.

**WHAT WOULD ALL OF THIS LOOK LIKE?**

**FOLLOWING IS A DRAFT OF HOW THE ABOVE CHANGES MIGHT APPEAR AS REVISED FOCUS CRITERIA.**

Send your input to [Lauren.DeCristoforo@state.nm.us](mailto:Lauren.DeCristoforo@state.nm.us) by October 1<sup>st</sup>.

## FOUNDATIONS OF QUALITY

### PROFESSIONAL QUALIFICATIONS

#### Site Directors/Education Coordinators

2+ STAR (YEAR ONE) CRITERIA	2+ STAR (YEAR 2) OR 3 STAR CRITERIA	4 STAR	5 STAR CRITERIA
<p><b>Professional Development:</b>  <b>2+1.1 Site Director</b>, or staff person designated as the site’s <b>Education Coordinator</b> must complete all the steps toward obtaining, or have already obtained, the New Mexico Child Development Certificate (or higher early childhood degree with corresponding certificate or license).</p> <p><b>2+1.1a</b> Explore higher education entrance, registration, and enrollment requirements, including when the ACCUPLACER exam is required in order to complete courses for the New Mexico Child Development Certificate.</p>	<p>Meet 2+ Year 1 requirements plus:</p> <p><b>Professional Development:</b>  <b>3.1 Site Director</b>, or staff person designated as the site’s <b>Education Coordinator</b> must have successfully completed at least one course leading to their New Mexico Child Development Certificate (or higher early childhood degree with corresponding certificate or license):</p> <p><i>Child Growth, Development &amp; Learning (3 credits)</i></p> <p><i>Assessment of Children and Evaluation of Programs (3 credits)</i></p> <p><i>Family and Community Collaboration (3 credits)</i></p> <p><i>Health, Safety &amp; Nutrition (2 credits)</i>                      or  <i>Guiding Young Children (3 credits)</i></p>	<p>Meet 2+ Year 1 &amp; 3 STAR requirements plus:</p> <p><b>Professional Development:</b>  <b>4.1 Site Director</b>, or staff person designated as the site’s <b>Education Coordinator</b> must have successfully completed at least one additional course leading to their New Mexico Child Development Certificate (or higher early childhood degree with corresponding certificate or license):</p> <p style="text-align: center;">—————→</p>	<p>Meet 2+ Year 1, 3 &amp; 4 STAR requirements plus:</p> <p><b>Professional Development:</b>  <b>5.1 Site Director</b>, or staff person designated as the site’s <b>Education Coordinator</b> must have successfully completed their New Mexico Child Development Certificate, or have already obtained, the New Mexico Child Development Certificate (or higher early childhood degree with corresponding certificate or license):</p> <p style="text-align: center;">—————→</p>
<p><b>2+2</b> Program leadership must establish, and update annually, a Professional Development Plan for themselves as well as for each educator.</p>	—————→	—————→	—————→

**Training:**

**2+.3** Site **Director**, or staff person designated as the site's **Education Coordinator** must have successfully completed:

*Powerful Interactions*  
(4 hours)

**2+.3.b** *Leadership Academy 1*  
(6 hours)

**Training:**

**3.3** Site **Director**, or staff person designated as the site's **Education Coordinator** must have successfully completed:

*The Full Participation of Each Child*  
(6 hours)  
or  
*Quality Child Care Programs for All*  
(6 hours)

**3.3.b** *Leadership Academy 2*  
(6 hours)

**Training:**

**4.3** Site **Director**, or staff person designated as the site's **Education Coordinator** must have successfully completed:

*The Full Participation of Each Child*  
(6 hours)  
and  
*Quality Child Care Programs for All*  
(6 hours)

**4.3.b** *Leadership In Action*

**Training:**

**5.3** Site **Director**, or staff person designated as the site's **Education Coordinator** must have successfully completed:

**5.3.a** *Leadership In Action*

**FOUNDATIONS OF QUALITY**  
**PROFESSIONAL QUALIFICATIONS**  
**Educators**

2+ STAR (YEAR ONE) CRITERIA	2+ STAR (YEAR 2) OR 3 STAR CRITERIA	4 STAR CRITERIA	5 STAR CRITERIA
<p><b><u>Professional Development:</u></b></p> <p><b>2+1.1</b> Complete all the steps toward obtaining, or have already obtained, the New Mexico Child Development Certificate for the age/s assigned.</p> <p>2+1.1a Explore higher education entrance, registration, and enrollment requirements, including when the ACCUPLACER exam is required in order to complete courses for the New Mexico Child Development Certificate.</p>	<p>Meet 2+ Year 1 requirements plus:</p> <p><b><u>Professional Development:</u></b></p> <p style="text-align: center;">—————→</p> <p style="text-align: center;">—————→</p>	<p>Meet 2+ Year 1 &amp; 3 STAR requirements plus:</p> <p><b><u>Professional Development:</u></b></p> <p style="text-align: center;">—————→</p> <p><b>1. At least one educator per classroom</b> (preferably the lead educator) must have successfully completed at least one course leading to their New Mexico Child Development Certificate:</p> <p><i>Child Growth, Development &amp; Learning</i> (3 credits)</p> <p><i>Assessment of Children and Evaluation of Programs</i> (3 credits)</p> <p><i>Family and Community Collaboration</i> (3 credits)</p> <p><i>Health, Safety &amp; Nutrition</i> (2 credits) or <i>Guiding Young Children</i> (3 credits)</p>	<p>Meet 2+ Year 1, 3 STAR &amp; 4 STAR requirements plus:</p> <p><b><u>Professional Development:</u></b></p> <p style="text-align: center;">—————→</p> <p><b>5.2 At least one educator per classroom</b> (preferably the lead educator) must have successfully completed at least one additional course leading to their New Mexico Child Development Certificate:</p> <p style="text-align: center;">—————→</p>

<p><b>Training:</b> <b>Experienced Educator* Track</b></p> <p><b>2+.1.2 All experienced educators working directly with children</b> must have successfully completed:</p> <p><b>2+.1.2a Powerful Interactions (4 hours)</b></p> <p><b>2+.1.2b Intro to Focus (on line)</b> and discussed content with Director or Education Coordinator</p> <p><b>New Educator track**</b></p>	<p><b>Training:</b></p> <p><b>3.4 All educators working directly with children</b> must have successfully completed:</p> <p><i>The Full Participation of Each Child (6 hours)</i> or <i>Quality Child Care Programs for All (6 hours)</i></p> <p><b>3.5 Those who were new educators in Year 1 working directly with children</b> must have successfully completed:</p> <p><i>Powerful Interactions (4 hours)</i></p>	<p><b>Training:</b></p> <p><b>4.4 All educators working directly with children</b> must have successfully completed:</p> <p><i>The Full Participation of Each Child (6 hours)</i> and <i>Quality Child Care Programs for All (6 hours)</i></p> <p><b>4.5 Those who were new educators in Year 1 working directly with children</b> must have successfully completed:</p> <p><i>The Full Participation of Each Child (6 hours)</i> or <i>Quality Child Care Programs for All (6 hours)</i></p>	<p><b>Training:</b></p> <p><b>4.5 Those who were new educators in Year 1 working directly with children</b> must have successfully completed:</p> <p><i>The Full Participation of Each Child (6 hours)</i> and <i>Quality Child Care Programs for All (6 hours)</i></p>
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\*Experienced Educator – Those who have successfully completed the *45-Hour Entry Level Course* (or approved equivalent) and have completed at least six months of work with pre-kindergarten children in an early childhood care and education program.

\*\* New Educator – Those who have not successfully completed the *45-Hour Entry Level Course* (or approved equivalent) and have not completed at least six months of work with pre-kindergarten children in an early childhood care and education program.

**Menu of Voluntary FOCUS Training Options Available to All Administrators and Educators to be offered through the TTAPs and the EC Training HUB**  
(Individualized training plan must be reflected in each educator’s Professional Development Plan)

<b>Beginning</b>	<b>Intermediate</b>	<b>Advanced</b>
ELG I (4 hours)	ELG II (4 hours)	ELG III (4 hours)
AODCP I (4 hours)	AODCP II (6 hours)	AODCP III (6 hours)
CQI I (2 hours)	CQI II (2 hours)	CQI III (2 hours)

(Note: A detailed syllabus will be developed and published for each of the above so that Directors, Educators, and Consultants will be able to more appropriately match each individual training strengths and needs with the specific training – and include it in the educator’s Professional Development Plan.)