

**CAREER AND TECHNICAL EDUCATION (CTE)  
2-Year Review SUPPLEMENTAL QUESTIONS  
Childhood Education Program  
2018  
Hoa Pham, Cassandra Washington, Pamela West**

- 1. How strong is the occupational demand for the program? As you analyze demand over the past 5 years and projected demand for next 5 years, address state and local needs for the program.**

Childcare workers typically work in childcare centers, their own home, or private households. Part-time work and irregular hours are common in the field. Education and training requirements for childcare workers vary by setting and employer. Their education ranges from no formal education to certification and/or degree in early childhood education.

According to the Labor Market Information, in 2018, this occupation encompassed 29,510 yearly jobs and advertised openings at 46,520. The Bureau of Labor Statistic indicates tht demand for Childcare Workers in Los Angeles County Employment of childcare workers is projected to grow 8 percent from 2018 to 2028, about as “fast as the average” for all occupations. Data by Advancement Project Research, predict yearly openings will be replacements for those childcare workers who permanently vacate the field. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force.

**Annual Job Openings by Occupation**

<b>SOC Code</b>	<b>Occupation Title (Linked to "Occupation Profile")</b>	<b>2018 Employment</b>	<b>Annual Job Openings (1)</b>
399011	<a href="#">Child Care Workers</a>	29,510	46,520
	<b>Total</b>	29,510	46,520

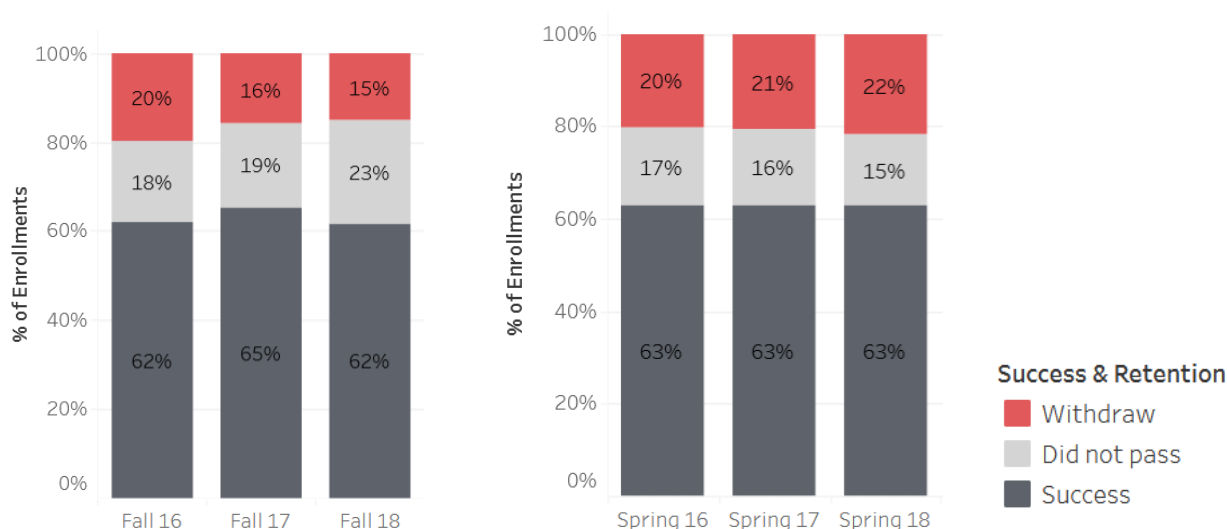
- 2. How does the program address needs that are not met by similar programs in the region?**

Similar to other surrounding community colleges, the Childhood Education program at Compton College offers an Associates of Art degree, a Transfer degree in Child Development, and a Certificate of Achievement degree. In addition, the program also offers two unique certificates not available in the region: Early Intervention Assistant and Special Education Assistant. These certificates afford students with an expertise in working with young children from birth to five years old with special needs and their families. Upon completion of the certificates, students are prepared for employment in a setting with disabled children and can assist on an early intervention team. The variety of courses will enable students to obtain a fundamental

knowledge about developmental delays and to individualize lesson plans to meet the needs of children those with varying disabilities.

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**3. What are the completion, success, and employment rates for the students? Discuss any factors that may impact completion, success, and employment rates. If applicable, what is the program doing to improve these rates?**



Data from the Compton College Office of Institutional Effectiveness (IE), indicate the success and retention rates remained relatively stable at 62%-65% during the three-year period between 2016-2018. The figures are consistent with the college's ACCJC Institution-set standard of 63% but are slightly below the institution's overall success rates of 67%-69%.

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(This section not submitted to IEC)

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**Associate of Science for Transfer Degrees Awarded**

	2014-2015	2015-2016	2016-2017
<b>Early Childhood Education</b>	-	7	16

**Associate Degrees Awarded**

	2014-2015	2015-2016	2016-2017
<b>Childhood Education</b>	18	8	18
<b>Early Childhood Education</b>	-	7	16

**Certificates Awarded**

	2014-2015	2015-2016	2016-2017
<b>Early Childhood Education</b>	28	32	43
<b>Early Intervention Assistant</b>	-	3	3

**Success Rates**

	Fall 2015	Spring 2016	Fall 2016	Spring 2017
<b>Childhood Development</b>	67%	70%	66%	68%

**Employment Rates**

	2014-2015	2015-2016	2016-2017
<b>Child Development/Early Care and Education (TOP Code:1305)</b>	55%	62%	64%

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The Office of Institutional Effectiveness currently does not capture employment rates and the program has no mechanism or staff to record this information.

In 2018-2019, the California Community College Chancellor's Office released the new Student-Centered Funding Formula that funds colleges partially for student performance, including completing 9 or more Career Technical Education (CTE) units and conferred certificates (16+ units). An examination of the of the top ten CTE Programs at Compton College during 2015-2018 reported by IE is presented in the table below and illustrates the Early Childhood Education certificate awarded in 2015-2018 surpasses all CTE programs by more than double.

**Top Ten CTE Program Certificates (2015-2018)**

Major/Certificate	Certificate Type	Min. Units	Awards in Last 3 Years
Early Childhood Education	Achievement	18	176
Air Conditioning	Achievement	17	73
Brakes and Suspension Technician	Achievement	8	64
Cosmetology Level I	Accomplishment	13	61

AC & Refrigeration Electric Controls	Achievement	13	60
HVAC and Refrigeration	Achievement	39	53
Transmission & Drive Train Tech.	Accomplishment	8	50
Tune-Up Technician	Achievement	16	48
Automotive Collision Repair	Achievement	24	28
Cosmetology Level II	Accomplishment	41	26

- 4. If there is a licensure exam for students to work in their field of study, please list the exam and the pass rate. If there are multiple licensure exams in the program, include them all. Discuss any factors that may impact licensure exam pass rates. If applicable, what is the program doing to improve these rates?**

In the Early Childhood field, students are not required to pass a licensure exam before employment. However, to work in a licensed childcare facility, students must possess a Child Development Permit issued by the California Commission on Teacher Credentialing (CTC). The permits are awarded at six different levels with different requirements for each level. The levels are organized to encourage a career ladder design that students can obtain as their education and/or experience increases and in turn, help them to progress to more responsibility and advance in the field.

The six levels of Child Development Permits are:

- Assistant Teacher Permit
- Associate Teacher Permit
- Teacher Permit
- Master Teacher Permit
- Site Supervisor Permit
- Program Director

The Childhood Education program employs a part-time Permit Specialist who assists students to determine which available option best reflects their coursework and experience. She guides them through the application process to obtain, renew, or upgrade a permit as well as assists them with a stipend given by the Child Development Training Consortium so there is little cost to the student.

- 5. Is the advisory committee satisfied with the level of preparation of program graduates? How has advisory committee input been used in the past two years to ensure employer needs are met by the program? Describe any advisory committee recommendations that the program is either unable to implement or is in the process of implementing.**

**California Education Code 78016 requires that the review process for CTE programs includes the review and comments of a program's advisory committee. Provide the following information:**

During the 2018 year, Compton was still operating in partnership with of the Child Development department at El Camino College (ECC). ECC hosted the meeting in the Fall while Compton College conducted the meeting in the Spring. The discussions amongst faculty and industry leaders yielded important recommendations for program improvement.

Among some suggestions were to focus on the significant role of play for young children's development and the importance of incorporating it into the coursework. Most faculty recognized play as the cornerstone of children's learning and an integral part of implementing developmentally appropriate practice. Other topics included creating a Teacher Resource Room and using the one at ECC as a model, as well as, hiring past or current students as Super Tutors to assist students with their coursework.

One important topic of discussion was the new hire of the Child Development Permit Specialist at Compton College. The position was funded by the Teacher Preparation Program (TPP) and Strong Workforce (SWF) that Compton received during the first and second round of funding from the state as a response to the shortage of teachers in the ECE field. The Board strongly supported the continuation of the Permit Specialist position in order to help students to obtain their permits, thereby, increasing their hiring potential in the field and moving their careers forward.

Additionally, the SWF money subsidized an ECE/STEM Conference featuring a very well-known duo in the child development field. The conference was a success with attendance of over 200 students from 20+ colleges and universities. The experience was highly motivating for our students and allowed them to network with other preschools teachers who were conference presenters. The funds were used to also purchase loan textbooks for students enrolling in the first foundational course of the Child Growth and Development class.

a. Advisory committee membership list and credentials

Childhood Education El Camino Advisory Board Members Fall 2019			
Name	Email address	Title	
1	Dr. Chris Gold	cgold@elcamino.edu	BSS Division Dean at ECC
2	Janet Young	jyoung@elcamino.edu	CDEV full-time faculty
3	Jennifer Montgomery	jmontgomery@elcamino.edu	CDEV full-time faculty CEC Mentor Coordinator
4	Cynthia Cervantes	ccervantes@elcamino.edu	CDEV full-time faculty
5	Michelle Moen	mmoen@elcamino.edu	CDEV full-time faculty CDTC Campus Coordinator
6	Nancy Alvarez	nance2124@gmail.com	CDEV Super Tutor at ECC
8	Susan Baxter	sbaxter@elcamino.edu	CDEV part-time faculty
9	Paul Harley	P_harley@sbcglobal.net	CDEV part- time faculty
10	Toni Newman	NEWTL41@aol.com	ECC Counselor
11	Alec Colchico	Alec@Colchico.com	Preschool Director/ECC part time faculty
12	Janice Jefferis	janice.chan.415@gmail.com jjefferis@elcamino.edu	CDEV part time faculty
13	Brittany Wilson	brittan yawilson@yahoo.com bwilson@elcamino.edu	CDEV part time faculty, Community teacher & Former ECC student (CDEV)
14	Christina Mundt	lady_akasha13@hotmail.com	Community teacher & Former ECC student
15	David Welch	dwelch3@socal.rr.com	Community teacher & Former ECC student (CDEV)
16	Francine Buitron	buitronf@stcat.org	Community teacher & ECC student - CDEV
17	Julie Caballero	luisaotaiza@yahoo.com	Former ECC student (CDEV)
18	Erik Fisk	mmef@msn.com	ECC student (CDEV)
19	Shireetha Gethers	sgethers@elcamino.edu sdgethers@cpp.edu gethers@outlook.com	CDEV part time faculty Community teacher
20	Carol Tatsumi	mbns.director@gmail.com	Community preschool director
21	Amel Khan	amelroz@yahoo.com	CSUDH staff and former ECC student - CDEV
22	Zubia Khan	zb_khan@hotmail.com	ECC student & community teacher
23	Joyce & Tim Bettes	joyce.bettes@gmail.com	owner, family child care site
24	Annie Castillo	a_castillo03@yahoo.com	CDEV student worker/TRR
25	Albert Morales	moralesalbertinho@gmail.com	Former ECC student (CDEV)
26	Allyson Steiner Dowling	allysonsteiner@gmail.com	CDEV part time faculty/community teacher
27	Judy Laureano (310) 452-3325	judy1@cfc-ca.org	Connections for Children (R&R)
28	Andrew Riggle	ariggie@rbusd.org	RBUSD

- b. Meeting minutes or other documentation to demonstrate that the CTE program review process has met the above Education Code requirement**

**El Camino College Childhood Education Department  
Compton Center Childhood Education Department  
Advisory Committee Meeting  
Fall 2018**

Details: November 16, 2018  
6:00 pm to 7:30 pm  
ARTB 313

Attendance (El Camino): Dr. Janet Young, Cynthia Pacheco, Michelle Moen, Brittany Wilson, Paul Harley, Antoinette Phillips, Toni Newman, David Welch, Nancy Alvarez, Annie Castillo, Erik Fisk, Judy Laureano, Zubia Khan

Attendance (Compton Center): Pam West-Lee, Dr. Hoa Pham, Cassandra Washington, Dorothy Haskin, Prescious Sasser

Regrets: Dr. Gloria Miranda, Susan Baxter, Jennifer Montgomery, Janice Jefferis, Christina Mundt, Julie Caballero

**Agenda Item 1 - Introductions**

The meeting convened at 6:05 pm. M. Moen and P. West-Lee welcomed the advisory members and introductions were made.

**Agenda Item 2 – CDTC Updates**

M. Moen gave a brief summary about the CDTC as there were a couple of new members on the board. She also shared the current CDTC budget (re: El Camino College) of \$22,500 for the year 2017-2018. This fall the department accepted 447 units from 60 students this semester. The program budget is for 900 units for the school year, an increase of 100 units from previous years.

P. West-Lee shared that the Compton Center is funded for 300 units and they accepted 11 of 29 applications this fall.

M. Moen shared part of the information from the recent CDTC Conference Meeting- in Palm Springs (which was held the week before the meeting). Career Incentive Grants (which are targeted for 4 year university students in our field) are no longer funded. The \$1500 grant opportunity is no longer available.

With the additional 100 units being awarded to El Camino this year, M. Moen asked the board to consider accepting Winter semester units, which was voted upon. The board was unanimously in favor of providing stipends to CDEV students enrolled in Winter classes.

### **Agenda Item 3 - SLOs**

J. Young, Student Learning Outcome (SLO) coordinator for the Childhood Education department at El Camino stated the Childhood Education Department is current with all SLOs. They had 100% completed by the end of Spring semester again. H. Pham, coordinator for the Compton Center, stated that their SLOs for Spring 2017 were all completed but the PLOs are still in progress. In the new 4 year timeline, 2017-2020, the SLOs for the Childhood Education department at Compton, will be staggered. So, no single course will have all 3 SLOs due in one given semester.

### **Agenda Item 4 –Mentor Teacher Program**

J. Montgomery, the Mentor coordinator at El Camino College, was not in attendance to address this program's updates.

### **Agenda Item 5 – Professional Growth Advisors**

M. Moen addressed the need for people seeking a permit to secure a professional growth advisor. There is a high need for advisors to volunteer their time to help students with their permit applications and renewals.

### **Agenda Item 6 – Compton Center CDEV Dept. updates**

H. Pham stated that the CDEV department at the Compton Center may not apply for CTEA grants this year but it has not been discussed within the department or firmly decided yet. Rather, they are interested in the TPP and Strong Workforce grants. They plan to ~~have also~~ hire Greg and Steve to present a concert in Spring 2018. She introduced their new Permit Specialist, Prescious Sasser, who started in September this year. She has been hired to work 10 hours/week and has helped with 11 permit applications thus far.

C. Washington stated that the Early Childhood Educators Club (at the Compton Center) didn't have enough members to continue this semester. Many of the members graduated last spring.



C. Washington also stated that the enrollments is low in their administrative classes and they are working on a solution for the certificate. She mentioned there seems to be more interest in certificates than permits. She also stated that there are more males enrolled in CDEV classes than the past.

C. Washington mentioned that the Regional Center came and spoke regarding services in their CDEV 125/126 Practicum classes. They also had an analyst from the Community Care Licensing (CCL) speak to the same class.

## **Agenda Item 7 – El Camino Campus CDEV Dept. updates**

### **Practicum Placements**

J. Young shared that she has 26 students enrolled in the Practicum classes, with 19 on a waiting list. Nine of the students were placed with a California mentor. Since this class is now part of the requirements of our AS-T (transfer degree), the classes have been extremely impacted and she is over-enrolling to accommodate a few extra students each semester. We have recently acquired formal MOU (Memos of Understanding) with the Redondo Beach Unified School District (with the help of M. Moen and Z. Khan) as well as the Wiseburn Unified School District. We continue to need to nurture this and other relationships in order to have quality sites for our students to conduct their student teaching.

### **Mentor Mentee Match-Up Program**

J. Young shared information about this new program funded by The Teacher Preparation Pipeline (TTP) Grant. One component of the grant was to provide a mentoring program. A mentor and mentee are matched up and meet at least 5 times during the semester. The mentor would receive \$250 (per mentee) from the grant. The mentor/mentee can be from any Educational level (Early Childhood, Elementary, etc.). There is an evaluation at the end of the semester (for both the mentor and mentee) to complete. Hopefully the program will be expanded next year.

### **CTEA Grant Application for 2018-2019**

J. Young made a plea to the Advisory Group regarding the Teacher Resource Room (ArtB 313) which has been funded through grants for 20-25 years. It is very stressful to try and find funding each year since the grants only support the room temporarily. It is not internally funded by the college. The group discussed a plan to institutionalize the funding needed to support this valuable part of our program. The Childhood Education department is both an academic program and a vocational program. Most all vocational programs seem to receive institutionalized funding, but not our program. We seem to rely upon grants, which require vast amounts of energy and time to secure. We are hoping for a full time position which would include time spent as a Permit Specialist, Super Tutor, and Community Liaison. We need support to research a possible job position, description, duties, etc. to figure out the best proposal to be institutionalized. We need to submit a proposal, collect data and pilot the

position. Ultimately, we want a full time position. The CTEA grant will fund it for a year (if approved), or maybe two years, but we want it institutionalized; funded by the college as many of the other vocational programs have such support.

Former student and current teacher, David Welch, said those positions are vital to educational success. As a student, he shared that he greatly needed and appreciated the TRR availability and support as well as the Permit Specialist. Other former students present, including N. Alvarez and C. Mundt underscored his statements. N. Alvarez, current Super Tutor in the TRR, mentioned that current and former students seem to embrace the availability of both the TRR and the Super Tutor help. A. Phillips mentioned that years ago approximately \$1,000-1,500 of supplies were purchased with CDTC funds to get the room functioning in the early years. T. Newman shared possible names for the new position, including Student Advisor, CDEV Specialist, and Student Service Technician. J. Young mentioned that the term "Super Tutor" has been institutionalized, which is a good step for our program. Super Tutors have more education and are compensated more than regular tutors.

H. Pham shared that the Compton CDEV curriculum classes are growing so they might need to replenish their TRR consumable supplies.

### **Teacher Preparation Pipeline (TPP) and Strong Workforce Program (SWP)**

J. Young stated there is a teacher shortage and said as of last week, we found out that we are getting funded at 75-100% through CTEA and Teacher Prep Program.

### **Teacher Resource Room**

N. Alvarez stated that a new die cut machine and computers were greatly needed and recently added to the TRR. J. Young mentioned that the computers are now financially institutionalized, which means they will be regularly replaced (as needed) without grant money.

N. Alvarez said hundreds of students sign in and use the TRR on a regular basis. She will bring the exact numbers to our next meeting. She mentioned that students come into the TRR seeking information about the permits as well as various CDEV classes. She attends some of the CDEV (curriculum) classes to be kept updated about assignment guidelines in order to better serve students as a Super Tutor. She offered to visit classes early in the semester to introduce herself, which seems to make seeking her help less intimidating. She also helps many students with their CDTC stipend applications. A. Castillo helps in CDEV 112 and 116 which helps her serve as a TRR worker.

### **Permit Specialists**

B. Wilson stated that the CDTC received their Permit funding a bit late this academic school year. They usually have funding available by mid to late August and this year it was available in late September so they are off to a slow start. Both B. Wilson and J. Jefferis are busy with initial permit appointments as well as follow up appointments. There is an interest in upgrading

current permits and interest in obtaining higher level permits. For those permits, CDEV 125 and 131 are required, so enrollment might be affected in those classes soon.

B. Wilson is hired for about 5 hours/week and J. Jefferis for about 5-6 hours/week through various grants.

J. Young stated that the Chancellors Office recommends us to create a 6 unit certificate to correspond with the first level of the permits. The college might want points/credits for funding. Dorothy mentioned the permits will be changing. H. Pham stated that it was proposed about 2 years ago by several child development entities in Sacramento, there was going to be a change to have only 4, instead of 6, levels of the permit. However, it was announced at a CCCECE meeting that ~~Now~~ this effort might not happen. H. Pham stated that the proposal was turned down.

### **Workshops**

El Camino College has been collaborating with Connections for Children present workshops (on various subjects) on our campus for several years. CFC facilitates the two hour workshops most every Tuesday night during the semester. C. Pacheco, current full time faculty and former CFC employee, and J. Laureano (CFC director) have been working on this collaboration, which seems to benefit both organizations. J. Laureano wanted a location to host events in the South Bay since their main office is in Santa Monica. Their Tuesday night workshops typically average 16-20 people in attendance. The topics range from curriculum, health & safety, etc. The agency is committed to 48 hours for California Competencies. This collaboration provides great opportunities to network.

M. Moen stated that she plans on offering another Family Child Care workshop during Spring 2018. This particular workshop is offered about every 2 years as many students indicate they are interested in opening up a family child care center.

J. Young and C. Cervantes recently presented a workshop at the South Bay Adult School in Torrance. J. Young also presented one at the Resource Fair in the South Bay.

### **Children's Day**

M. Moen said the department's annual Children's Day is scheduled for mid to late April. It is open to the public. A. Phillips mentioned that she was the person who initiated this event during her first or second year as faculty (c. 1986). It's structure has changed a bit over the years, but it is still a strong event for the department.

### **Child Development Club**

C. Cervantes, the Club's advisor, stated the club was approved in May and meets each Thursday from 5:10-6:10pm in ArtB 311. They recently had their first event, with the help of Connections for Children. It was entitled "You and Me Play Group" and was held on Saturday, November 4, 2017 at El Camino College from 10:00-11:30am. The event focused on providing

various centers to explore and concluded with a lively large group circle time. Twenty six (26) children showed up, including 5-6 various faculty, students, and community members. J. Laureano said the Club members were an energetic group and looked forward to a permanent collaboration with the college. The Club voted to approve collaboration with CFC. Their second event will be held December 2<sup>nd</sup>. This event might be a possible collaboration with CFC's Dad's Day.

#### **Dept. website**

M. Moen postponed this topic until the next meeting. No updates were available.

#### **Agenda Item 8 – Childhood Education Field Updates and Announcements**

M. Moen briefly mentioned the focus on QRIS (Quality Rating Information Systems), and STEM (Science, Technology, Engineering, and Math) in the field. She will research this information and present it at our next meeting.

#### **Agenda Item 9 – Community Outreach**

This position was funded for the 2016-17 academic year and part-time instructor, J. Jefferis, was hired to serve in this position. She is building relationships with schools in our service area to find quality practicum, observation, and volunteer sites for hours for the Permit and to help students find jobs. She is also in charge of the Professional Development and CDEV job boards, as well as the Childhood Education Website (in collaboration with the Division Office staff). Further discussion regarding this item was postponed as J. Jefferis, the Community Liaison at El Camino, was not in attendance.

#### **Agenda Item 10 – Old business**

This item as tabled until our next meeting, due to time constraints.

#### **Agenda Item 11 – Advisory Members Announcements and Contributions**

J. Laureano expressed her desire to keep the collaboration going between CFC and the campus. She said CFC acquired the South Bay region a few years ago and they have been wanting to have a stronger presence in the area. This collaboration seems to be a win-win for both their organization and the department.

Z. Khan, who works with school age children, wanted to discuss about possible CDEV classes and workshops focused on that age range. J. Young mentioned that the department used to have school age classes, and school age permits, but when the budget crisis happened, these things were cut. A. Phillips mentioned that some ECE curriculum can be applied/adjusted to school age.

Z. Khan also addressed her concern about the amounts of homework given to school age children. She said one out of four hours is dedicated towards homework (while the children are in her care in an after-school program). Dorothy addressed the issue of Preschool parents wanting homework, which is not developmentally appropriate. A brief discussion between members voiced concerns about this issue and the value of learning through play which needs to be re-emphasized.

J. Young shared that the department has added a new Special Needs curriculum 3-unit class.

A.Castillo added that Teacher Resource Room is utilized by not only the CDEV students, but also by the Extended Opportunity Program & Services (EOPS), Mathematics, Engineering, Science Achievement (MESA), and PUENTE program students on campus.

### **Agenda Item 12 – Recruiting Advisory Board members**

The topic of recruiting new Advisory board members was not discussed, but appreciation was shared for the new members attending tonight's meeting.

### **Agenda Item 16 – Other thoughts of brilliance!**

Not discussed.

P. West read the poem (again) which was shared at the beginning of the meeting.

M. Moen thanked everyone for attending the meeting.

Meeting adjourned at 7:30 pm.

Meeting Notes taken by Michelle Moen