



Child & Family Studies Department

**LOS ANGELES CITY COLLEGE
2023-2024
CHILD DEVELOPMENT ADVISORY COMMITTEE MINUTES**



December 1, 2023

Advisory Committee Participants

Keli Miller, Chair of Child and Family Studies
Aykanush Ter-Pogosyan, Child Faculty/Vice Chair
Nicki Backlar, Child Development Faculty
Mary Skousen Radford, Child Development Faculty
Carol Kozaracki, Dean of Academic Affairs
Jocelyn Turk, Foundation for Early Childhood Education
Mimi Quan, Bright Horizons
Shiela Taylor Hardy, Los Angeles Unified School District
Timothy Lee, Rainbow Child Development Center
Perla Leyvas, Glendale Unified School District
Gayane Panosyan, LACC Child Development Center Director

Community announcements and updates:

Gayane Panosyan (LACC) : LACC just hosted CDC Friendsgiving and shared clothing for Thanksgiving to help families in need. They recently hosted a contest for college students to create a new and updated logo for the CDC. Actively hiring classified teacher assistants as this is a huge need.

Jocelyn Turk(Foundation for ECE Head Start)

Currently fully enrolled in toddler program with 80 toddlers waiting, the need is really high. They are almost fully enrolled in Head Start. There is a new site opening at Santa Monica Charter School and another licensed site ready to open but no staff. This continues to be an issue. Applied for National HS Association Program of Excellence and were awarded it! It is kind of like accreditation for Head Start Programs. They participate in the Ideal Learning Head Start Network which is a group of programs implementing other frameworks like Waldorf, Montessori, Reggio, Tools of the Mind. Last year they had 1 Reggio inspired program and now they have 3 classrooms. Hoping to expand to all classrooms! They have students doing practicum through LACOE which is their grantee, a few students working on CDA. CDA is

not really big in CA but in other states it is. Only the equivalent of 6 units and so much work goes into it. A lot of states are better at articulation than California with the CDA. Mary Skousen-Radford shared that it is important to hear about the infant toddler need and we offer a certificate in Infant and Toddlers. Jocelyn recommended infant and toddler classes said special needs certificates are important. A specialty in behavioral management would be great. Also, sensory and behavior management as well as understanding trauma is a big need in the field. Last year was really hard with behavioral issues but is improving. Mary teaches Positive Guidance and she can make sure to be inclusive. Students need to learn to be able to work together in a collaborative way and get along as a team. They need us to help them understand the teamwork and collaboration involved in early care and education.

Perla Leyvas (GUSD) – Perla is a graduate of our program! She sees that students can use experience learning more about younger children. They need to understand how to manage a classroom with more 3 year olds and less 4 year olds. They purchased furniture, then the little ones came and much of it was not accessible to children. Strategies that worked with 4 year olds is not always work with 3s. They need strategies for younger children and has found that having students observing high quality early childhood programs is helpful. Sometimes they don't know best practices until they go see it in action. That kind of next level PD is important. She also shared that they have many Russian speaking families and children and not many Russian speaking staff. They need Staff at GUST because of the ELOP grant for free child care, it tripled the amount of people who qualify and signed up for care, but they do not have the staff. Retention of staff is an issue. Only 3.5 hours and more people need more than that. Having to outsource.

Gayane Panosyan confirmed what Pearl has shared about younger children. Sometimes the practicum students come and they do not get the response back so students need to be prepared for less verbal children and they are seeing more students with language delay. Students need to learn to observe and adjust. Sometimes they children are not able to respond. Send students to classrooms as much as possible to gain experience. Also, LACC has many students who are speaking Russian as well and they are using Google Translate with families, but it does not work for children!

Timothy Lee (Rainbow CDC) – Timothy is another graduate of our program! Rainbow is doing quite well, they are very busy and almost fully enrolled. He has come to LACC to recruit students and tells students getting a start as a sub is a great way to get experience with children and earn hours toward a permit.

Shiela Taylor Hardy(LAUSD ECE) – At LAUSD everything is always evolving, but she has almost filled her vacancies except for 1 after 3 years of trying, struggling with enrollment since TK has absorbed much of the enrollment for the ECEs. LAUSD has a window that opens for classified hiring and will share the information. Certificated can apply through HR at any time. San Fernando Valley is more impacted for subs. Subbing is a perfect job for students as it is flexible. The other offered through LAUSD are now called UTK and are 3 and up. The early education centers are losing enrollment to those programs and

Mimi Quan (Bright Horizons) - Bright Horizons is continuing to recruit and facing similar challenges with staffing. Last year she attended our job fair with one of our Mentor Teachers who works. She is always happy to collaborate and a few of the Bright Horizons teachers are applying to the Mentor Program.

Committee discussion & summary of training/ workforce needs/requests:

1. There is a drastic shortage of childcare workers and teachers, please keep training and recruiting students to build a robust workforce.

2. Subbing is a great opportunity to work as a student
3. Students need to learn how to work with younger children if they are not taking the pathway to be a preschool-3rd credential program and should have curricular training
4. Provide support services for students for success in their classes so they can graduate , get a higher degree or credential, and join the workforce
5. There is a need for students who speak different languages (Russian, Armenian, Spanish etc.) and for other students to learn how to work with multi-language learners
6. The workforce needs to have skills to be able to work together as a team and collaborate, putting person issues and to the side. They need to be able to problem solve together when there are issues
7. Students need to have skills to work with challenging behaviors and with children who have faced trauma
8. The workforce needs to be ready for the new Preschool-3rd credential at the CSUs. There is a lot of funding for the UTK programs and we need to work with the 4 year universities to prepare our students. They articulate the core of our degree and may accept practicum hours at the CC as student teaching hours for the credential.

3. What are some pathways of training/certificates that would be beneficial to the community?

a. Ideas from LACC currently in discussion & Ideas from the field

- Family Child Care – It was discussed that this would be a beneficial training program as there is a huge need for infant and toddler care and home-based environments are a good solution as the demand is greater than programs available. Perla was a family childcare provider in Mt. Washington in the past. There is a great need for infant care in their area (Glendale) and not a lot of availability. Hard to also find homes to provide care in due to expensive prices and other infant care programs are often out of reach for families due to the cost.
- Early Childhood Curriculum – We are considering a certificate that would focus on more in-depth curriculum which would include a second curriculum class CD8 and bringing back CD 35 Early Literacy. Perla said this would be good for helping students learn to engage with children through activities, include connecting with the children, how to get silly with children. Students need to know more so they can engage more. Making connections and knowing how to be intentional. Often they feel rushed in their day to day work so more knowledge about developmentally appropriate activities would be good.
- Multi- Language Learner – It was discussed that this could be a good addition to the LACC offerings as there is a great need for students to know how to interact with language learners even if they do not speak the language.
- Family Health and Safety- would be a good collaboration between Kinesiology and Dietetics and Child Development. Gayane shared that this would be good to add to the curriculum. Last year Kinesiology worked with the CDC children, they added yoga and other activities that will keep children away from screens. A physical activity certificate as a collaboration with Kinesiology is a good idea.

4. LACC Child Development Department News and Updates

- Enrollment (online/hybrid/in-person) – we are trying to increase our in-person enrollment to engage in more hands-on learning. Our enrollment has been climbing back up which is good and we are recovering from pandemic enrollment. We are trying

to offer classes in different modalities to meet the demands of students – online, hybrid, short-term, Zoom etc.

- Child Development Club – A child development club was formed and 15 students participated in fall 2023 and all of the officer positions were filled. One of their tasks is to help design graduation stashed for our students. Carol mentioned that from a Dean’s perspective, 15 was a good start. The club will hopefully increase on-campus engagement of students.
- Online Courses – Online enrollment is strong and many students are choosing to take a majority of classes online throughout the district. We are facing the challenges of AI and BOT students taking up enrollment.
- CDTC Updates – We continue to work with students on applying for grants and permit stipends through the CDTC. We are also working on updating our CAP alignment. Teacher performance expectations are being infused to our course outlines.
- CA Early Childhood Mentor Program Updates – 5 new mentors were selected last year and we would like to expand the program by 2 or 3 more Mentors since we lost several to administrative positions or leaving the field. Mentor stipends have increase from \$540 to \$900.
- Workshops – Every semester we offer a fantastic workshop schedule for students and we invite our community partners to present if they would like. Our student really benefit from these workshops offered in person and on Zoom.
- We will host a job fair in the spring and will invite all of our community partners. Last year’s was a great success.

All participants were thanked for being such a valuable support and advisory to our program!