



## CHILD & YOUTH CARE CERTIFICATION BOARD, Inc.

*Promoting competent, caring, and compassionate Child and Youth Care professionals.*

### Report to the ACYCP Board of Directors May 22, 2011

Over the last year CYCCB has continued to pursue the initiatives outlined in the Strategic Plan developed in 2007. The Board met earlier this week to review the plan, celebrate accomplishments and extend the plan for the next four years.

The following is a brief overview of accomplishments and significant issues over the past year since May 2010.

#### **BOARD ELECTION**

The initial CYCCB board was appointed by ACYCP in 2007. The constitution calls for election of board members beginning in 2011 with half of the board elected every other year. Between January and May nominations were solicited from practitioners certified by CYCCB. A slate of 8 candidates emerged to fill 6 board positions. Four of the 8 were current board members seeking re-election with 4 new practitioners nominated. We are pleased to announce that two Canadians have been elected and a representative from California.

Cindy Carraway-Wilson	Re-elected
Frank Eckles	Re-elected
James Freeman	Elected
Heather Modlin	Elected
Kelly Shaw	Elected
Debbie Zwicky	Re-elected

Michael Gaffley was not re-elected to his position on the board. Albert James from Texas was not elected. Carol Stuart resigned in May when she moved to take her new position at Vancouver Island University. New board officers will be elected in May 2011. Dale Curry has been appointed to an unelected position on the board as the Director of the International Human Services Workforce Research Institute.

#### **LOAN REPAYMENT & LICENSING FEES**

CYCCB has fully paid the 2010 portion of the start-up loan owed to ACYCP. Due to cash flow constraints, 2011 loan payments are being paid in installments. Approximately one

half of the amount due has been paid. Full payment will be made by the end of 2011. Licensing fees for certification testing and application processing which accrued in 2009 have been paid to ACYCP. Licensing fees for 2010 are being held by CYCCB.

### **REDUCING CERTIFICATION FEES FOR ACYCP MEMBERS**

Jean and Frank discussed reducing certification fees to ACYCP members as a benefit of membership. The following options are available:

Currently testing using the on-line system costs \$110 at the professional level. \$10 of that fee goes back to ACYCP as licensing fees. \$25 goes to the proctor and \$35 to the on-line provider. The remainder goes to CYCCB.

We could reduce testing fees by:

- 1) ACYCP waiving its \$10 licensing fee when ACYCP members test.
- 2) ACYCP sponsoring reduced testing fees at ACYCP sponsored testing sites that donate their proctoring fees back to ACYCP or waive them.
- 3) CYCCB owes ACYCP approx \$12,000 from our start up loan. This will be paid off over the next 8 years in \$1500 yearly payments. It is possible for us to use this money as a way to reduce testing fees by applying our debt to ACYCP members who test until the money has been repaid.

CYCCB is interested in working with ACYCP to reduce fees to ACYCP members. We might also want to consider reducing application processing fees (\$100 per application) and possibly renewal fees (\$50 every two years).

### **OFFICE OPERATIONS**

In May 2010 the CYC Office in Texas, working through Experience Works, hired Michelle Luetge as a part-time office manager. Since that time, an additional part-time worker, Charlotte Swain, has joined the office. Michelle has completely redesigned the CYCCB accounting system so that income, expenses, licensing fees, and payments to proctors and certification partners can be tracked and dependably paid. Michelle is now handling the bulk of certification processing. Charlotte ran the first CYCCB election successfully, has mailed out uncountable notices and reminders, is preparing to use Constant Contact to establish a web-based communication network, and has completed entering all the available research data into the computer. The addition of these staff has completely eliminated back logged application processing and has improved our ability to support office partners.

### **COMPETENCY DOCUMENT REVISION**

The competency document that the certification program is based on, developed under the leadership of Martha Mattingly, was reviewed by a committee led by Carol Stuart that contained representatives from the following organizations : National After School Association, National Institute for Out of School Time, American Association of Children's Residential Centers, Association for Child and Youth Care Practice, Indiana Youth Development Credential (The Journey), Forum for Youth Investment, Academy for

Educational Development, National Partnership for Juvenile Services, and the Canadian Council. The review focused on revising language so that the competencies will better describe practice across settings. The ACYCP Executive Committee reviewed the modifications and approved the changes in 2010. The document has been rewritten and is now in use. The competency document is expected to be published for the first time in the next ACYCP Journal.

Further review of the competencies will be undertaken by the same committee later in 2011 under the leadership of Dale Curry. The focus of the review will be assuring collaborators that the full set of competencies from each practice arena are adequately represented. The committee will also make recommendations for the timing of future reviews of the competency document to establish a flexible system that is responsive to changes in the field as they emerge.

### **CANADIAN EXAM**

Following the 2009 International Conference, the CYC leadership in the provinces of Newfoundland and Nova Scotia approached CYCCB about using the national certification system in Canada. Following discussions it was decided that a committee be formed to review the exam and make recommendations for changes in language, cultural context and practice issues. The committee, led by Carol Stuart, will complete its work over the summer. We expect that by the end of 2011, a Canadian version of the exam will be available on-line and in use at proctored test sites in Canada.

### **REVISION TO CERTIFICATION RENEWAL PROCESS**

Many thanks to the ACYCP Board for their quick action to approve the changes to the renewal process recommended in 2010. Renewals are now underway using the refined requirements. CYCCB formed a Certification Program Review Committee that will be meeting later in 2011 to analyze consumer survey data and make recommendations for improving the certification testing and application processing programs. If you have comments or suggestions, please forward them to Pam Clark so we can consider them.

### **KENT STATE INTERNATIONAL HUMAN SERVICES WORKFORCE RESEARCH INSTITUTE**

We are looking for funding to support the following:

1. Study of the impact of certification preparation on certification success (passing exam and meeting other certification requirements). We will also look for racial differences. There is some research that suggests that course preparation can reduce racial differences in exam scores.
2. Development of a video-based scenario exam that reflect the written scenarios in the current exam. If funded, we will compare pass rates for minority groups. There is some research that indicates that a video exam can reduce racial differences that typically occur with written exams.
3. Dale Curry is working with Meredith Hoffmann and James Freeman at Casa Pacifica in Camarillo, CA to conduct a follow-up study to quantify the impact of

high quality youth work training and credentialing on outcomes with clients. The study is looking at: changes in test scores, worker comp claims/injuries, return on investment, retention, and changes in treatment outcomes. This is one of the most complex studies undertaken to date and promises to provide much needed information on the impact of certification.

4. **WHO GETS CERTIFIED??** Latest research on which CYCs complete testing and actually follow through to get certified, see page 7.

#### **COLLABORATIONS WITH MAJOR PARTNERS**

CYCCB is actively expanding collaboration with the following organizations: National After School Association, American Association of Children's Residential Centers, Academy for Educational Development, Indiana Youth Pro and the Indiana Youth Development Credential, Forum for Youth Investment, Next Generation, The Journey, Canadian Council, National Institute for Out of School Time, and National Partnership for Juvenile Services. Work is in progress with each group to increase awareness of the national competencies and the benefits of collaboration in creating a seamless national credentialing system; and connecting existing certification programs to CYCCB. The relationships with each group have evolved over the past year.

Work will begin later in 2011 to finish the work begun in 2009 of connecting the certification programs operated by the Indiana, Ohio, Texas, Maine, Wisconsin and Wyoming CYC Professional Associations. Over the next year agreements will be signed specifying how reciprocity will be arranged, what documentation accepted, etc. This work will move forward as soon as the NAA/NIOST work is complete. This is the first time that major credentialing programs have been integrated and is critical to the overall field unification effort.

CYCCB is actively working with the following universities: Ryerson University, University of Wisconsin, University of Pittsburgh, NOVA University, University of Maine, Indiana University and the University of Western Washington. We expect to be adding many other universities over the next several years. Planning is underway to develop technical assistance programs to help universities develop coursework and degree plans based on the unified competencies.

## CERTIFICATION PROGRAM STATS

Below is a summary of testing and application approval.

Testing	
# Tested	
2008	26
2009	80
2010	75
2011 to date	16
Total Tested since Pilot Test	197

Certifications Approved	
Total Certified	
2008	47
2009	1
2010	11
2011 to date	13
Applications currently in process	15
Un-reviewed portfolios	0
Inactive status	3

Numbers are slowly improving as word is reaching greater numbers of practitioners. The implementation of on-line testing will significantly improve access. Groups in Pennsylvania (University of Pittsburgh) and Indiana (The Journey) are now providing support to people working on their applications. This is increasing the number of applications completed and submitted.

## EXPANSION OF TESTING PROGRAM

Over the past year on-line testing has been implemented in the following proctored test sites: University of Pittsburgh, CYCCB National Office (Texas), Brevard Family Partnership (Florida), and Casa Pacifica Children's Services (California).

Booklet testing remains available in the following sites: WyACYCP (Wyoming), Academy for Competent Youth Work (national), Ryerson University (Toronto), New England Network (New England area).

Site agreements are in development at: University of Wisconsin, University of Maine, NOVA University (Florida), and Lutheran Social Services (Ohio)

Proctor training is now available on-line and can be completed once the site contract has been signed.

## ADVISORY COMMITTEE AND NETWORK

An email networking system continues to be developed using Constant Contact to manage the system. It will initially be used by CYCCB to communicate with Advisory Committee and Network members. Over time it will be expanded and integrated into existing communication networks across practice silos. This will be one of the first across-practice-setting communication networks ever established. Over time it will be expanded to include most practice settings and certified practitioners. CYCCB continues to encourage ACYCP to collaborate on this project.

## PUBLICATIONS

The next issue of ACYCP's *Journal of Child and Youth Care Work* will be organized around the national competencies. It will include the 2010 Revised Competencies and articles

describing each competency domain (one historical, one research-based, and one current in each domain).

## **WEBSITE**

CYCCB will be implementing a new website by September. This project has been under development over the past year and will significantly expand the web presence of CYCCB. The site will be implemented in stages and should be complete sometime in late 2011 or early 2012.

## **IMMEDIATE FUTURE**

Funding to Support CYCCB Operations and Expansion – CYCCB continues to pursue funding to finance the infrastructure necessary to establish and maintain a national credentialing system. Revenues from certification are paying for basic operations but do not provide adequate revenues to stabilize and expand services, and conduct critical research. Lack of funding continues to be a significant limitation.

Certification Prep Manual - This is in development and expected to be available later in 2011 to support distance education prep courses and individuals seeking credentialing.

Training and TA Teams – CYCCB has expertise in helping organizations incorporate the competencies and credentialing program into career development systems, employee evaluations, job descriptions, promotion ladders, etc. We also have opportunity to work with colleges and universities to develop relevant, articulated coursework and degree plans. Workshops and TA strategies are under development and will be available later in 2011.

## **NEEDED FROM ACYCP**

Changes to the Certification Program – by the end of 2011, recommendations for additional changes to the certification program will be made to the ACYCP Board. Your help in getting this approved as quickly as possible is appreciated.

Ethics Committee –CYCCB implements the Standards for Practice of North American CYC Professionals for ACYCP as part of the certification effort. We are now promoting its use across practice silos. The Standards were developed and approved in 1995. Since that time, no further development has been conducted. This work is the responsibility of ACYCP. The ethics code, our understanding of how to apply them, and our use of them was intended to evolve over time. We encourage ACYCP to prioritize this critical work of profession building. No body exists to investigate violations of ethical behavior of practitioners. One of the key attributes of a profession is its commitment to set standards and regulate practices in the profession. Although CYCCB has not to date received any complaints relating to certified practitioners, it will happen. Currently there is no satisfactory process in place.

## RESEARCH RESULTS: Who Gets Certified??

Dale Curry recently completed an analysis of NACP Pilot Testing data relating to the number of people who actually complete certification following testing and identified the following:

27% of practitioners who tested went on to get certified.

### So...Who Gets Certified??

- More likely to be white (37%), compared to African American (20%) or Hispanic (11%)
- Those with a master's degree less likely to get certified
- Those working in out-of-home settings more likely to get certified (30%) compared to community-based and education settings (24%)
- More likely to be a supervisor (42%) or administrator (33%) than a direct care worker (27%) or counselor (21%)
- Self rated themselves to be more motivated to take the certification exam
- Slightly higher overall face validity rating of the exam
- Older (mean of 39.1 compared to 36.7)
- More experienced (mean of 11.8 years compared to 9.2)
- Higher scores on the exam (mean score of 50.6 compared to 46.6)
- More highly rated by supervisors as being more competent on the job (overall mean of 27.5 compared to 25.6).
- More highly rated by supervisors on each of the five competency domain areas:
  - Professionalism 4.58 compared to 4.27
  - Applied human development 4.56 compared to 4.27
  - Culture and human diversity 4.57 compared to 4.33
  - Relationship and communication 4.59 compared to 4.23
  - Developmental practice methods 4.57 compared to 4.23