



Kansas Parents as Teachers Program Comparison with National Essential Requirements

TOPIC AREA	PAT NATIONAL ESSENTIAL REQUIREMENTS PROGRAM DESIGN TO BE MET BY JULY 1, 2014	CURRENT 2010-11 MINIMUM REQUIREMENT FOR KANSAS PAT	IMPACT TO KANSAS PAT PROGRAMS IN IMPLEMENTING ESSENTIAL REQUIREMENTS	SUGGESTED STRATEGIES FOR PROGRAM DESIGN CHANGES TO MEET REQUIREMENTS BY JULY 1, 2014
1. Parent Educator Education Background and Experience	We recommend that parent educators have at least a Bachelor's/4-year degree in early childhood or a related field. However, it is also acceptable for parent educators to have a 2-year degree or 60 college hours in early childhood or a related field. Supervised experience working with young children and/or parents is also recommended. It is essential that the education and experience level for parent educators is at least a high school diploma or GED and a minimum of 2 years previous supervised work experience with young children and/or parents.	Ensure that Parent Educators are trained, PAT certified and participate in in-service training as required by PAT National Center to maintain certification. Parent Educators must have earned a minimum of 60 hours of college credit in a field relating to early childhood education and have demonstrated ability to work with young children and their parents at the time of hire.	Kansas PAT Minimum Requirements exceed the National Essential Requirement for minimum education and programs should have no impact from National Essential Requirement. Kansas programs should continue to meet the Kansas minimum requirement.	

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2. Duration of services	For greatest impact, most Parents as Teachers affiliates provide 3 plus years of service. It is essential that Parents as Teachers affiliates provide at least 2 years of services to families between prenatal and kindergarten entry. Duration of services refers to the program's overall design. Thus, as long as your program is designed to provide at least 2 years of service, families can enroll when their child is any age within the program's overall age range- although optimal impact is likely when enrolled prenatally or shortly after birth. Parent educators should strive to enroll the maximum number of families prenatally, or shortly after birth.	PAT services provided by the grant application are for families with children prenatal to 3 yrs.	Kansas PAT Minimum Requirements meet the National Essential Requirement and programs should have no impact.	
	It is essential that programs operate all 12 months of the year. It is understood that Parents as Teachers affiliates based in school districts may be limited to 10 months of full operation. In order to maintain needed services, Parents as Teachers affiliates based in school districts should provide personal visits to a portion of families year round, prioritizing visits to pregnant women and their partners, new parents of infants, and vulnerable families. In addition, it is incumbent upon the school district based Parents as Teachers affiliate to ensure that its families are well connected to needed community services that operate year round.	The program must be conducted twelve months of the year.	Kansas PAT Minimum Requirements meet the National Essential Requirement, recognizing that some school districts limit summer services, and programs should have no impact.	

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3. Assessment & Goal Setting	It is essential that parent educators complete and document a family-centered assessment and family-centered goals with each family they serve. Parent educators use the assessment and family goals to plan and deliver services, as well as to assess progress.	The program must implement the curriculum provided by the Parents as Teachers National Center.	This is a new component of the Revised PAT Curriculum. Existing staff must attend Foundation Training with a registration cost of \$170 plus expenses for 3 days. KSDE will provide regional training to help minimize travel costs to local programs. Kansas PAT programs set family-centered goals but this will be more formalized with the Revised Curriculum. The Family Assessment is a new requirement and will likely involve a cost for the instrument and some staff training.	Following Foundational Training plan to implement the new Personal Visit Forms to include family-centered goals. Specify a time frame to complete implementation. KSDE is currently reviewing Family Centered Assessments for Kansas program implementation. Programs should consider a time line for professional development training and decide the priority. For example, 1. Foundational Training -Yr 1 2. Model Implementation-Year 2, etc. Training will meet recertification requirements.
4. Personal Visits	A. It is essential that at each visit, parent educators focus their work with families on parent-child interaction, developmental topics, and family well-being, ensuring that all areas are addressed with families. The amount of time spent in each visit on each area of emphasis will vary based on family needs and goals.	The program must implement the curriculum provided by the Parents as Teachers National Center.	The Revised PAT Curriculum expands the personal visit focus. Parent Educators will receive training in the Foundational Training noted above.	Following Foundational Training , parent educators will implement the Revised Curriculum. Coordinators should consider costs for copies and materials and time to obtain and organize materials needed for curriculum implementation. Local program policies and procedures should be reviewed to determine any needed changes. The new Curriculum will be on-line requiring computer/internet access. Parent Handouts can be emailed as attachments.

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	<p>B. It is essential that families receive at least 10-12 (monthly) visits annually spread out over the course of a year. At least 20-24 (twice monthly) personal visits must be completed for families with greater needs, also spread out over the course of a year.</p>	<p>12 Twelve (12) face to face contacts per year with each parent enrolled in the program including a minimum of 6 personalized home visits and a minimum of 4 parent group meetings. Provide open enrollment to all parents of the community with a demonstrated effort to balance participation among various family groups through active encouragement/recruitment of first-time parents, teen parents, and at risk families.</p>	<p>Most Kansas programs will experience an increase in the minimum number of personal visits from 6 or 8 to 12. The majority of Kansas programs provide at least 6 personal visits with 6 group meetings or at least 8 personal visits with 4 group meetings; a few Kansas programs provide monthly personal visits. Based on the 2009-10 Annual Program Reports submitted by KSDE grantees: Frequency of Home Visits for Typical Families: Monthly 44 (56.5%) grantees Every 5 Weeks 2 (2.5%) grantees Every 6 weeks 25 (32%) grantees Every other month 7 (9%) grantees</p>	<p>Consider incremental change in shortening time between personal visits. For example, programs currently providing visits every 6 weeks in 2010-11 might provide visits every 5 weeks in 2012-13 and every 4 weeks in 2013-14 with full program design including incorporating additional visits for high risk families by 2013-14. Local program policies and procedures should be reviewed to determine any needed changes.</p>

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	<p>C. It is essential that experienced full time parent educators complete no more than 60 visits per month. The allocation for personal visits is based on approximately 1 hour for the delivery of each personal visit, with another hour for visit planning and preparation, travel and documentation of the visit. If travel time is significantly greater, the number of visits the parent educator can complete monthly will decrease. In addition, if the parent educator is visiting a family with more than one enrolled child, visiting time will be approximately 75 minutes and the total number of visits the parent educator can complete monthly will decrease. New parent educators will require additional time for supervision, as well as for planning, preparation and documentation of a personal visit; this translates into no more than 48 visits/month during the first year. Please note that full time is based upon 40 hours of employment weekly. Parent educators should complete visits proportional to the percent of their employment.</p>	<p>Serve no more than 35 families per part-time (20 hours) parent educator.</p>	<p>Impact will vary by local program due to amount of geographic area covered by Parent Educators, family needs, educators level of expertise and experience, etc. The time estimated for the visit and follow up is reduced to 2 hours; in current Quality Standards it is 2.5 hours (in non rural areas). This might increase the number of families seen by a parent educator.</p>	<p>Programs should look at multiple factors applicable to their area served to determine time for personal visits including planning travel and documentation time. PE's will likely need additional time following Foundational Training due to learning curve.</p>

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5. Group Connections	A. It is essential that affiliates deliver monthly group connections focused on parent-child interaction, developmental topics, and family well-being across the program year.	12 face to face contacts per year with each parent enrolled in the program including a minimum of 6 personalized home visits and a minimum of 4 parent group meetings.	Minimal impact to most programs as many Kansas PAT programs provide at least monthly face to face contacts to encourage child and parent socialization and learning experiences.	Programs needing to increase the number of Group Connections and programs currently meeting this requirement but looking for budget savings should consider the possibility of partnering family group connections with other parent, home visiting or early childhood programs in the community. Local Programs are encouraged to include their families in designing group connections. Parents may be willing to volunteer their time or expertise.
	B. It is essential that a certified parent educator or the Parents as Teachers supervisor be present at each group connection.	Not specifically addressed.	Minimal Impact except to those programs increasing to monthly group connections.	

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6. Screening	It is essential that formal screening (hearing, vision, developmental, and the health record) be completed at least annually for all age eligible children. The initial screening must take place within 90 days of enrollment for each child. If an element of the screening has recently been completed and it is counter indicated to repeat it, the results must be obtained and used to have a complete picture of the child. Please note that the accepted screening tools and methods have been updated and can be found at www.parentsasteachers.org .	Conduct child developmental screening, including but not limited to, vision, hearing, the understanding and use of language, motor development and hand-eye coordination, and health and physical development, using standardized instruments which are comprehensive, non-discriminatory, and age-appropriate.	Kansas PAT Minimum Requirements meet the National Essential Requirement and programs should have no impact except that PAT National Office is no longer considering "functional hearing" as a screening. Local programs may incur an additional cost or need for equipment or training to conduct hearing screenings.	Local programs are encouraged to partner with Part C Infant Toddler Early Intervention, Early Head Start, health care providers, school nurses or other appropriate partners to obtain and coordinate developmental, vision and hearing screening and staff training and other resources to conduct screenings as appropriate, particularly for hearing screening. Kansas Audiologist have not accepted the functional hearing for many years so most programs have the OAE or are partnering already.
7. Resource Network	It is essential that at each personal visit, parent educators connect families to resources as needed and then help them to overcome barriers to access. Parent educators' active collaboration with community resources complement and extend Parents as Teachers services.	Provide coordination and network of resources with other community programs that will build on and not duplicate services for families with infants and toddlers.	Kansas PAT Minimum Requirements meet the National Essential Requirement and programs should have no impact	Local program are encouraged to develop meaningful partnerships with community program serving families with your children. MOA or MOU are a good way to get this done which was an emphasis at the Early Childhood Regional Meetings in August 2010. Documents that may be helpful to local programs are located on the KSDE website at http://www.ksde.org/Default.aspx?tabid=4425 .

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8. Supervision	A. It is essential that a maximum of 12 parent educators be assigned to each supervisor or mentor or lead parent educator regardless of whether the parent educators being supervised are full-time or part-time employees. This maximum number of supervisees is based on a full time supervisor/mentor/lead parent educator and should be less if the supervisor/mentor/lead parent educator is not full time.	Not specifically addressed.	Larger Kansas PAT programs will be impacted.	Local programs may consider Mentor or Lead Parent Educator supervisory positions in addition to a Coordinator. This would provide Parent Educators the opportunity for advancement within their PAT Program.
	B. It is essential that each month, parent educators participate in a minimum of two hours of individual reflective supervision and a minimum of two hours of staff meetings.	Not specifically addressed.	Most multi-staff Kansas programs provide 1 hour monthly for individual reflective supervision and at least 1 hour monthly staff meetings. Smaller 1 or 2 person local PAT programs do not have individual reflective supervision or 2 hour monthly staff meetings. Impact will be on increased allocation of staff time for supervision and meeting activities.	Local PAT programs with Parent Educators spread geographically are encourage to investigate the use of computer technology/web cams for cost effectiveness. Small local PAT program are encouraged to consider geographically located meetings including the use of computer technology/web cams for cost effectiveness with peers. KSDE is pursuing approval for the use of this type of meeting to meet this requirement with PAT National Office. More information will be shared with programs in the future.

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9. Professional Development	It is essential that parent educators access competency-based professional development and training and recertify with the national office annually. For parent educators: Year 1: 20 clock hours of professional development, Year 2: 15 clock hours of professional development; Year 3 and beyond: 10 clock hours of professional development	Ensure that Parent Educators are trained, PAT certified and participate in in-service training as required by PAT National Center to attain and maintain certification.	Kansas PAT Minimum Requirements meet the National Essential Requirement and programs should have no impact	PAT National Office is implementing Core Competency Areas for Parent Educators included in the Foundational Training. Local Programs are encouraged to use the tools provided to plan individualized staff development.
10. Advisory Committee	It is essential that the Parents as Teachers affiliate have an advisory committee which typically includes program personnel, community service providers, community leaders, families and other stakeholders. The advisory committee must meet at least every 6 months, although the preferred frequency is quarterly or more frequently.	include an internal coordinating committee and community advisory committee	Kansas PAT Minimum Requirements do not specify frequency of meetings. RFP for 2011-12 added the minimum requirement to meet at least 2 times every program year. A few local PAT programs may experience minimal impact to ensure frequency of meetings is met.	PAT local programs are encouraged to coordinate with local or regional early childhood interagency councils and to combine/coordinate to meet program requirements as appropriate.

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11. Evaluation	A. Affiliates must plan for evaluation of program implementation and outcomes. It is essential that your affiliate collect and annually report data on service delivery, program implementation, and compliance with the model replication requirements through the Affiliate Performance Report. Use of a management information system is the preferred method for data collection.	Continue program quality improvement activities incorporating the Parents As Teachers Quality Standards and Self-Assessment process to ensure fidelity with the PAT model. Kansas PAT programs must conduct an annual program self-evaluation and participate in on-site consultations visits as determined by KSDE. Submit reports to KSDE as may be necessary to enable such agency to perform its duties under each such program, including program information, mid-year and annual reports, parent satisfaction surveys, the Survey of Parenting Practice, and all child assessments results, if any, required by KSDE.	Kansas PAT Minimum Requirements meet the National Essential Requirement and programs should have no impact. KSDE will be requiring local PAT programs to submit children for KIDS Numbers in 2011-12 and will likely include additional data collection as part of the Kansas Longitudinal Data System work.	Local PAT programs are encouraged to include Evaluation work as part of staff expectations and duties and budget as an essential component of the PAT program. Local policies and procedures should be reviewed to address evaluation.
	B, It is essential that affiliates gather and summarize annual parent satisfaction surveys and regular feedback from parents about group connections.	See above.	See above.	See above.