**Office/Department/Program:**

Child Development 2017-2018

**Position Needed:**

|  |  |  |
| --- | --- | --- |
| **Position Title in Priority Order** | **Classification** | **Justification** |
| Early Childhood Education Specialist  1 position | FT Classified | **CDC Lab School – Toddler Room**: – Currently we have one part-time Instructional Aide in this classroom. This does not meet the need for a full time lead teacher. We use student staff for the remainder of the staffing needs. Students are not able to mentor or model for other students, turn-over is not reflective of appropriate practice in the field, they are not reliable, absenteeism is high and students may at times be unsupervised. Reedley College is the only Child Development Center in SCCCD that does not have at least two permanent staff members in each classroom and instead relies heavily on students. We are required to maintain a 1:5 ratio in this classroom. |
| Early Childhood Education Associate  1 position | FT Classified | **CDC Lab School – Preschool Room** – We currently use part-time student staff. Turnover is not reflective of appropriate practice in the field, students are not reliable, absenteeism is high and students are not able to model best practices for other students. Reedley College is the only Child Development Center in SCCCD that does not have at least two permanent staff members in each classroom and instead relies heavily on students. We are required to maintain a 1:8 ratio in this classroom. We currently use two students paid from the XXO budget instead of this required position. |
| Early Childhood Education Associate – 1 position | FT Classified | **CDC Lab School – Infant Room** - We currently use part-time student staff. Turnover is not reflective of appropriate practice in the field, students are not reliable, absenteeism is high and students are not able to model best practices for other students. Reedley College is the only Child Development Center in SCCCD that does not have at least two permanent staff members in each classroom and instead relies heavily on students. We are required to maintain at 1:3 ratio in this classroom. We would still need to have 2 part-time students to meet ratio in addition to this position but this position would ensure there is always a SCCCD staff member with the children and lab students at all times. We currently use 5 students in this classroom. Students are paid from the XXO budget. |
| Early Childhood Education Associate  1 positions | FT Classified | **CDC Lab School – Toddler Room**:– We currently use part-time student staff. Turnover is not reflective of appropriate practice in the field, students are not reliable, absenteeism is high and students are not able to model best practices for other students. Reedley College is the only Child Development Center in SCCCD that does not have at least two permanent staff members in each classroom and instead relies heavily on students. We are required to maintain at 1:5 ratio in this classroom. We would still need to have at least 2 part-time students in addition to this position but this position would ensure there is always a SCCCD staff member with the children and lab students at all times. Currently the ECES in the infant room has to oversee both the infant and toddler classrooms at the same time which is a safety concern and not in compliance with NAEYC quality care. We currently use 5 students paid from the XXO budget. |

**Priority Level:**

**Very High**

**Justification:**

\*\* In compliance with NAEYC Accreditation requirements and to align with FCC and CCC Child Development center staffing patterns. Currently the use of students is used to full-fill the gap in staffing. Students supervising students, liability concern, high turnover, model program, absenteeism rates, and lack of supervision of student staff.

**Substantiated Program Review Goals:**

2. Permanent staffing at the RC CDC eliminating the use of student staff as teachers. This includes full –time ECE Specialist in the Toddler room, and full- time Instructional Aides (now called ECE Associates) in each classroom (infant, toddler and preschool). This goal has been in our program review cycles 1, 2 and 3.