

## **North American Certification Project Up-date**

Last Up-dated: April 1, 2008

The North American Certification Project (NACP), sponsored by the Association for Child and Youth Care Practice (ACYCP), is concluding the pilot testing of the full professional certification. This event marks a significant development in the establishment of a nationally recognized credential that spans the entire field of child and youth care.

The pilot testing research is being conducted by Dale Curry at Kent State University in collaboration with a North American committee that represents practitioners, educators, and employers. The research effort focuses on establishing the reliability and validity of the 100 item scenario-based exam. Information is also being collected on the usability and appropriateness of the application forms, supervisor assessment, reference forms and electronic portfolio. Information gathering will conclude in September 2007. The entire certification program will be revised based on research and consumer feedback before being fully implemented in early 2008.

Over the past 7 years, the North American Certification Project (NACP) has brought together a significant group of child and youth care professionals to establish a credible method for determining practitioner competence. Many view this effort to define the field of practice, to describe the requisite knowledge and skills necessary for professional CYC practice and to establish a method to assess competence as a key step in the evolution of the Child and Youth Care field.

The program is based on competencies drawn from the major practice settings within the field (early childhood education, treatment, after-school, foster care, residential, corrections, community youth services, disabilities, etc). Competence demonstration is based on multiple assessment methods including an electronic portfolio, supervisor assessment and a passing score on a 100 item scenario-based exam.

Work has focused on the development of the full professional certification level. This includes the full range of knowledge, skills and attributes considered to be necessary for fully professional practice. This focus was chosen to demonstrate the inter-relatedness of the various settings in which work is delivered and the fundamental principles that underlie child and youth care practice. It is expected that this approach will provide guidance in the development of future training and education programs better suited to address the needs of communities, employers and practitioners. It will also provide a framework for beginning the process of unifying the many existing credentialing efforts currently underway.

The project is supported by:

- Albert E. Trieschman Center;
- Child Welfare League of America;
- Council of Canadian Child and Youth Care Associations;
- International Coalition for Professional Child and Youth Care Work;
- National Resource Center for Youth Services;
- Texas Youth and Child Care Worker Association;

- Wisconsin Association of Child and Youth Care Professionals
- Ohio Association of Child and Youth Care Professionals
- Wyoming Association of Child and Youth Care Professionals
- University of Wisconsin CYC Learning Center
- Academy for Competent Youth Work
- CYC Certification Institute
- Academy of Child and Youth Care Professionals
- Kent State University
- Ryerson University

### **Pilot Testing Program:**

Between May and August 2006, a total of 775 practitioners were tested in 9 states and 2 Canadian provinces. Practitioners were drawn from all of the major practice settings in the field of child and youth care (early childhood education, treatment, after-school, corrections, disabilities, foster care, residential, community youth services, etc.) Participants in the pilot testing program had up to a year and a month to submit their applications. The final deadline for application submission was August 31<sup>st</sup>, 2007. Currently 268 certification applications have been received; 146 practitioners have been certified. Applications are being reviewed by a committee of assessors. All applications are expected to be reviewed by the end of 2007.

### **Administration of the Certification Program:**

ACYCP sponsored the development of the Child and Youth Care Certification Board, Inc. The organization is a separate non-profit corporation that will oversee the implementation of the professional certification program piloted by the North American Certification Project. The board is composed of members drawn from multiple practice settings within the field of child and youth care, national groups of child care/foster care providers; educational, credentialing and service organizations; consumers of child care services and consumer advocates and youth organizations.

The CYC Certification Board is expected to implement the revised professional certification program in Spring 2008. The Board held its first face-to-face meeting in Columbus Ohio October 30<sup>th</sup> through September 1<sup>st</sup>, 2007 to conduct strategic planning. Over the next 4 months the group will be working to establish the organization and the infrastructure necessary to implement testing nationally.

Current Board members are:

#### **Chip Bonsutto**

President, Association for Child and Youth Care Practice  
Assistant Executive Director and CPO, Catholic Charities Services Corporation

#### **Cindy Carraway-Wilson, 2nd Vice President**

Director of Training, New England Network for Child, Youth and Family Services and  
Director, Massachusetts Foundation for Children

**Dale Curry**

Principal Investigator, NACP Pilot Testing Program  
Associate Professor, Human Development and Family Studies, Kent State University

**Carol Brunson Day**

President and CEO, National Black Child Development Institute  
Former Director, Council for Professional Recognition (developers of the CDA program)

**Frank Eckles, President**

Board Member, Texas Youth and Child Care Worker Association  
Board Member, Association for Child and Youth Care Practice  
Executive Director, CYC Certification Institute

**Michael Gaffley**

Board Member, Association for Child and Youth Care Practice  
LSCA Program Director and Program Professor, Programs In Child and Youth Studies,  
Fishler School of Education and Human Services, NOVA Southeastern University

**Norman Powell**

Past President, National Organization of Child Care Worker Associations  
Director, KECSAC, College of Education, Eastern Kentucky University

**Tony Rodgers, Treasurer**

Board Member, Ohio Association of CYC Professionals  
Chair, Ohio Certification Committee  
Group Home Supervisor, Green County Children's Services

**Sr. Madeleine Rybicki, First Vice President**

Board Member, Ohio Association of CYC Professionals  
Board Member, Association for Child and Youth Care Practice  
Director of Training, Holy Family Institute

**Carol Stuart**

Director and Associate Professor, School of Child and Youth Care, Ryerson University

**Debbie Zwicky, Secretary**

Board Member, Wisconsin Association of CYC Professionals  
Chair, Wisconsin Certification Committee  
Board Member, Association for Child and Youth Care Practice  
Residential Director, St. Rose Youth & Family Center

## **Certification Requirements following the Pilot Testing Program:**

The following requirements are expected to be implemented in Spring 2008 when the revised professional certification program becomes generally available. Some requirements may be modified based on research and consumer feedback collected during the pilot testing program.

### **Higher Education and Experience Requirement:**

- ◆ Baccalaureate degree and 4,000 hours paid experience (The degree requirement will be waived during the 'grand fathering' period of 7 years.)
- Or**
- ◆ Masters degree (or Ph.D.) and 2,000 hours paid experience.

### **Professional Education Requirement:**

Applicants must document a minimum of 250 hours of training that are directly related to the national competency areas (full listing of competencies available at [www.acycp.org](http://www.acycp.org) ) At least 100 of these hours must have occurred during the preceding five (5) years. A minimum number of training hours are required in each competency area:

Professionalism (20 hours)

Cultural and Human Diversity (20 hours)

Applied Human Development (20 hours)

Relationship and Communication (40 hours)

Developmental Practice Methods (80 hours)

### **Exam:**

- Passing score on the Full Professional Certification Examination;

### **Electronic Portfolio**

- Satisfactory completion of electronic portfolio submitted as part of application process

### **References:**

- ◆ One Supervisor Assessment from a direct supervisor familiar with the individual's current (or most recent) performance;
- And**
- ◆ One Supervisor Assessment from a second supervisor or other child and youth work professional (e.g. certified child and youth worker, program director, clinician,) familiar with the individual's performance;
- And**
- ◆ Two letters of reference from professional peers familiar with the applicant's skills and abilities.

**Professional Membership:**

- ◆ Applicants must be actively involved in the profession, as demonstrated by current membership and participation in at least one professional organization related to child and youth work. Work is underway to define which organizations will be accepted.

**Certification and Testing Fee:**

- ◆ Currently certification and testing fees have not been determined.

**Re-certification:**

- ◆ Certification must be renewed every three (3) years. Fees and requirements have not been determined.

## **ACKNOWLEDGEMENTS:**

**PILOT TEST SITES:**

*ACYCP would like to acknowledge the following people and organizations. These contributors made the pilot testing program possible by providing agency-based regional test sites. Each site allowed access to their staff to assist in the research program, provided space for testing, informed their local communities about the pilot testing program and paid travel expenses for the testing team.*

**Avondale Youth Center**, Zanesville, OH

(Gerald Brandt, Executive Director)

**Berea Children and Family Services**, Berea, OH

(Diane Matthews, Group Home Coordinator, Richard Frank, President,  
& Joan Silva, Asst. Vice President)

**Bryan's House**, Dallas, TX

(David Thomas, Executive Director)

**Catholic Charities Parmadale**, Parma, OH

(Chip Bonsutto, Asst. Executive Director & CPO)

**Central Texas Youth Services**, Belton, TX

(Keith Wallace, Executive Director)

**Child Care Group**, Dallas, TX

(Susan Hoff, Executive Director)

**Cowichan Intercultural Society**, Duncan, British Columbia, Canada

(Martin Breuhan, Executive Director)

**CYC Certification Institute**, College Station, TX

(Frank Eckles, Executive Director)

**Eagle's Christian Preschool**, Duncan, British Columbia

**Family and Children's Services**, Tulsa, OK  
(Whitney Downie, Director of Community Services)

**Flatrock Care Center**, Flatrock, OH

**Greene County Children's Services**, Dayton, OH  
(Tony Rodgers, Group Home Supervisor)

**Holy Family Institute**, Pittsburgh, PA  
(Sr. Rita Fanning, President; Virginia Flaherty, Executive Director; Larry McKinney, Special Services Administrator, Kim Radler, Human Resources Director, Liz Foz, Human Resource Assistant & Vic Papale, Vice President & COO)

**Hudson Youth Development Center**, Hudson, OH  
(Jose Delgado, Superintendent)

**Jentry McDonald**, Baltimore, MD  
(Cassandra McDonald, Executive Director)

**Kinder Emergency Shelter (Harris County Children's Protective Services)**, Houston, TX  
(Robert Brewer, Director)

**Lifeworks**, Austin, TX  
(Steve Bewsey, Director of Housing and Homeless Services)

**Lutheran Homes Society**, Toledo, OH  
(Karen Blackmon, Program Administrator and Harry Blackmon, Executive Director)

**Mahoning County Children's Services**, Youngstown, OH

**Norris Adolescent Center**, Mukwonago, WI  
(Don Harris, Executive Director)

**Oesterlen Services for Youth**, Springfield, OH  
(David Jackson, Training Coordinator & Donald Warner, Executive Director)

**Ryerson University**, Toronto, Ontario, Canada  
(Carol Stuart, Director, School of CYC)

**Safely Home**, Maple Heights, OH  
(George Purgert, Executive Director)

**St. Mary's Villa**, Amblin and Pittsburgh, PA  
(Diana Fryer, Executive Director & Suzanne Snyder, Administrative Assistant)

**St. Michael's Academy**, College Station, TX

**University of Pittsburgh**, Pittsburgh, PA  
(Martha Mattingly, Retired Faculty)

### **TESTING TEAMS:**

*Testing was conducted by two to three person teams. ACYCP would like to thank the following individuals who donated their time and expertise to travel to various test sites and conduct testing.*

Sr. Madeleine Rybicki, Holy Family Institute, Pittsburgh, PA  
(Sr. Madeleine was responsible for testing the largest number of individuals.)

Martha Mattingly, University of Pittsburgh, Pittsburgh, PA

Frank Eckles, CYC Certification Institute, College Station, TX

David Thomas, Bryan's House, Dallas, TX

Peter Rosenblatt, University of Wisconsin Youth Work Learning Center, Milwaukee, WI  
Chip Bonsutto, Catholic Charities Parmadale, Parma, OH  
Jean Carpenter-Williams, University of Oklahoma National Resource Center for Youth Services,  
Tulsa, OK  
Susan Wierzbicki, Free State Challenge Program, Baltimore, MD  
Carol Stuart, Ryerson University, Toronto, Ontario, Canada  
Jeff Kreeb, Wisconsin Association of Child and Youth Care Professionals, Milwaukee, WI  
Gertrude Donovan, Kinder Emergency Shelter, Houston, TX  
Tammy Foster-Gray, Kinder Emergency Shelter, Houston, TX  
Sr. Rita Fanning, Holy Family Institute, Pittsburgh, PA

## **NACP COMPETENCY GROUP**

*Conducted an analysis of existing CYC knowledge and skills competencies to determine commonalities and developed a framework for competency-based professional practice.*

### **Shirley M. Atkins**

Child Development and Child Care, University of Pittsburgh

### **Ann Bonner**

Mental Health/Human Services Program, Mt. Hood Community College  
Gresham OR

### **Frank Eckles**

Child and Youth Care Worker Certification Institute  
College Station, TX

### **Anne Erling**

TRD, SUNY

### **Roy Ferguson**

School of Child and Youth Care, University of Victoria, B.C.

### **Mark Greenwald**

Special Care Counseling, Vanier College, Montreal

### **Carl N. Johnson**

Applied Developmental Psychology, University of Pittsburgh

### **Carol Kelly**

Department of Child and Adolescent Development  
California State University, Northridge

### **Carla Kirby**

Youth Detention Services- Community Based Services  
Louisville, Kentucky

**Jeff Kreeb**

Wisconsin Association of Child and Youth Care Professionals

**Mark Krueger**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

**Varda Mann-Feder**

Department of Applied Human Sciences, Concordia University  
Montreal

**Martha A. Mattingly, Chair**

Applied Developmental Psychology, University of Pittsburgh

**Rosaleen Mazur**

Good Shepherd Services, New York City

**Larry Pasti**

Office of Children and Family Services, Department of Family Assistance  
New York State

**Michael Polowy**

Child Welfare League of America

**Peter Rosenblatt**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

**Sr. Madeleine Rybicki, CSFN**

Holy Family Institute, Pittsburgh, PA

**Susan Smallsreed**

Oregon Young Adult Network, Portland, OR

**Kim Snow**

School of Child and Youth Care, Ryerson University, Toronto, Ontario

**Carol Stuart**

School of Child and Youth Care, Ryerson University, Toronto

**Varley Weisman**

Child and Youth Care, Malespina University-College  
Nanaimo Campus, British Columbia

**Karen VanderVen**

Applied Developmental Psychology, University of Pittsburgh

## **CERTIFICATION PROCESS COMMITTEE**

*Designed the certification requirements and application process.*

**Floyd Alwon**

Child Welfare League of America

**Lloyd Bullard**

Child Welfare League of America

**Frank Eckles**

Child and Youth Care Worker Certification Institute  
College Station, TX

**John Markoe**

Goodwill-Hinckley, Hinckley, MA

**Lew Meckley, Chair**

Lutheran Social Services, Jamestown, NY

**Andy Reitz**

Child Welfare League of America

**Peter Rosenblatt,**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

**Susan Wierzbicki**

Free State Challenge, Baltimore, MD

## **ASSESSMENT COMMITTEE**

*Developed an assessment strategy based on an examination, supervisor assessment and portfolio, and created the scenario-based examination.*

**Jean Carpenter-Williams**

National Resource Center for Youth Services  
University of Oklahoma

**Dale Curry**

School of Family and Consumer Studies, Kent State University

**Frank Eckles**

CYC Certification Institute  
College Station, TX

**John Markoe**

Goodwill-Hinckley, Hinckley, MA

**Martha Mattingly**

Applied Developmental Psychology, University of Pittsburgh

**Carol Stuart**

School of Child and Youth Care, Ryerson University, Toronto

**David Thomas, Chair**

Bryan's House, Dallas, TX

**Karen VanderVen**

Applied Developmental Psychology, University of Pittsburgh

**Susan Wierzbicki**

Free State Challenge, Baltimore, MD

**Practitioners submitting scenarios (incomplete list)**

Robert Brewer, Kinder Emergency Shelter, Houston, Texas

Jean Carpenter-Williams, NRCYS, Tulsa, Oklahoma

Dale Curry, Kent State University, Kent, Ohio

Frank Eckles, CYC Certification Institute, College Station, Texas

Tammy Foster-Gray, Kinder Emergency Shelter, Houston, Texas

Albert James, Kinder Emergency Shelter, Houston, Texas

John Markoe, Goodwill-Hinckley, Hinckley, Maine

Martha Mattingly, University of Pittsburgh, Pittsburgh, Pennsylvania

Carol Stuart, Ryerson University, Toronto, Canada

David Thomas, Bryan's House, Dallas, Texas

Toby Owen, Vice President, All Church Home, Ft. Worth, Texas

Karen VanderVen, University of Pittsburgh, Pittsburgh, Pennsylvania

**NACP BYLAWS COMMITTEE**

*Designed the organizational documents to allow for the incorporation of NACP as a separate organization.*

**Chip Bonsutto**

Catholic Charities Services

Parmadale, OH

**Frank Eckles**

Child and Youth Care Worker Certification Institute

College Station, TX

**Peter Rosenblatt, Chair**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

**David Thomas**

Bryan's House, Dallas, TX

**PORTFOLIO COMMITTEE**

*Created the portfolio component of the assessment process.*

**Jean Carpenter-Williams**

National Resource Center for Youth Services

University of Oklahoma

**Frank Eckles**

Child and Youth Care Worker Certification Institute

College Station, TX

**Carol Kelly**

Department of Child and Adolescent Development

California State University, Northridge

**John Markoe**

Goodwill-Hinckley, Hinckley, MA

**Martha Mattingly**

Applied Developmental Psychology, University of Pittsburgh

**Peter Rosenblatt, Chair**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

**Practitioners Pilot Testing Portfolios and Submitting Consumer Surveys**

Amy Dugan, Lutheran Social Services, Toledo, OH

Bruce Flory, Lutheran Social Services, Toledo, OH

Monica I. Flory, Lutheran Social Services, Toledo, OH

Barbara Gill, Central Texas Youth Services, Belton, TX

Robin Wylie, Central Texas Youth Services, Belton, TX

## **CONCURRENT PLANNING COMMITTEE**

*Completed development of the examination, integrated the work of the various committees, and implemented the pilot testing of the certification program.*

### **Chip Bonsutto**

Catholic Charities Services  
Parmadale, OH

### **Jean Carpenter-Williams, Co-Chair**

National Resource Center for Youth Services  
University of Oklahoma

### **Dale Curry**

School of Family and Consumer Studies, Kent State University

### **Frank Eckles, Co-Chair**

Child and Youth Care Worker Certification Institute  
College Station, TX

### **April Johnson**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

### **Carol Kelly**

Department of Child and Adolescent Development  
California State University, Northridge

### **Martha Mattingly**

Applied Developmental Psychology, University of Pittsburgh

### **Ashley Oberst**

Child and Youth Care Learning Center, University of Wisconsin-Milwaukee

### **Sr. Madeleine Rybicki**

Holy Family Institute, Pittsburgh, PA

### **Carol Stuart**

School of Child and Youth Care, Ryerson University, Toronto

### **David Thomas**

Bryan's House, Dallas, TX

### **Susan Wierzbicki**

Free State Challenge, Baltimore, MD

## **SURVEY COMMITTEE**

*Developed surveys to collect information on the usability and appropriateness of the application process, supervisor assessment and portfolio.*

### **Jean Carpenter-Williams**

National Resource Center for Youth Services  
University of Oklahoma

### **Frank Eckles, Chair**

Child and Youth Care Worker Certification Institute  
College Station, TX

## **SUPERVISOR ASSESSMENT COMMITTEE**

*Created the supervisor assessment component of the assessment process.*

### **Jean Carpenter-Williams, Chair**

National Resource Center for Youth Services  
University of Oklahoma

### **Frank Eckles**

Child and Youth Care Worker Certification Institute  
College Station, TX

### **John Markoe**

Goodwill-Hinckley, Hinckley, MA

### **Lew Meckley**

Lutheran Social Services, Jamestown, NY

### **Sr. Madeleine Rybicki**

Holy Family Institute, Pittsburgh, PA

### **Susan Wierzbicki**

Free State Challenge, Baltimore, MD

### **Karen VanderVen**

Applied Developmental Psychology, University of Pittsburgh

## **BIAS REVIEW**

*Reviewed the examination for practice setting, cultural and racial bias and made recommendations for revision.*

### **Chip Bonsutto**

Catholic Charities Services  
Parmadale, OH

### **Nina Chung**

California State University Northridge

### **Sr. Rita Fanning**

St. Mary's Villa for Children

### **Kristi Freshwater**

National Resource Center for Youth Services  
University of Oklahoma

### **Marta Gonzalez**

California State University Northridge

### **Kristal Nickolson**

National Resource Center for Youth Services  
University of Oklahoma

### **Nancy Petry**

California State University Northridge

### **Sr. Madeleine Rybicki**

Holy Family Institute, Pittsburgh, PA

## **EXPERT PANEL**

*Assisted with the establishment of the examination passing score.*

### **Chip Bonsutto**

Catholic Charities Services  
Parmadale, OH

### **Jean Carpenter-Williams**

National Resource Center for Youth Services  
University of Oklahoma

### **Frank Eckles**

Child and Youth Care Worker Certification Institute  
College Station, TX

**Carol Kelly**

Department of Child and Adolescent Development  
California State University, Northridge

**Martha Mattingly**

Applied Developmental Psychology, University of Pittsburgh

**Cindy Popovitch**

Applied Developmental Psychology, University of Pittsburgh

**Sr. Madeleine Rybicki**

Holy Family Institute, Pittsburgh. PA

**Carol Stuart**

School of Child and Youth Care, Ryerson University, Toronto

**David Thomas**

Bryan's House, Dallas, TX

**Cindy Wilson**

New England Network of Youth Services

**Linda Wolf**

Applied Developmental Psychology, University of Pittsburgh

**RESEARCHERS**

*Conducted research to determine the validity, reliability and bias of the examination.*

**Dale Curry, Principal Investigator**

School of Family and Consumer Studies, Kent State University

**Basil Qaqish, Research Consultant**

University of North Carolina at Greensboro.