

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 31st, 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 30th through September 1st, 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) 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
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TRD, SUNY

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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
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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

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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
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Frank Eckles, Co-Chair

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

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Applied Developmental Psychology, University of Pittsburgh

Ashley Oberst

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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
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Holy Family Institute, Pittsburgh, PA

Susan Wierzbicki

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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
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Nina Chung

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Sr. Rita Fanning

St. Mary's Villa for Children

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Marta Gonzalez

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Kristal Nickolson

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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

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RESEARCHERS

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

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School of Family and Consumer Studies, Kent State University

Basil Qaqish, Research Consultant

University of North Carolina at Greensboro.