

# #20

**COMPLETE**

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Page 1: Classified Position Request Form

## Q1

Please enter the following:

Department	<b>Child Development</b>
Position Title	<b>Child Development Center Aide</b>
Salary Range	<b>12</b>
Annual Salary at Step B*	<b>\$27,000</b>
Hours/week and # of months (e.g., 10-month, 11-month, 12-month)	<b>40</b>

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## Q2

**Additional general fund position**

What type of position is being requested?

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## Q3

Please attach the description for the position classification (contact GCCCD Human Resources to obtain this).

**CHILD DEVELOPMENT CENTER AIDE (1).doc (31.5KB)**

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**Q4**

What are the actual duties and responsibilities that are specific to this requested position that you would like to highlight to help the Classified Hiring Priorities Committee understand the need for this position?(200 words or less)

The child development center is in need of more full-time contracted staff. Being a campus lab school means that our students are working in high quality care and instruction classrooms. High quality lab schools need to have, at a minimum, 2 full-time contracted staff members per classroom to support the children and their families and the students that come into the program to learn and practice skills necessary to the job. Children's brains are 90% developed by the age of 5. Providing them with consistent caregivers allows them to form trusting relationships with their teachers. The CDC practices Continuity of Care (COC). This is a well-researched and suggest ed practice in Early Childhood, which allows the child and caregiver to remain with each other for the duration of the child's time at the center. Attachment research shows how important this is to the overall growth and development of children. Although this can be done with the three full time teaching staff that are currently employed, it is equally as important to also have continuity of care with the other teaching staff who also form bonds and relationships with children and families. Providing this model for students to learn in will provide them the high-quality foundation they need to be competitive in the field and have the experience employers look for when hiring.

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**Q5**

Please address the following: How are the duties of the requested position currently being performed, if at all? How does the lack of this position impact the program or service area? What impact, if any, have frozen or vacant positions within the department had on services or staff workload? (200 words or less) (Rubric Criteria 1)

With 2 full-time contracted staff members per room, the CDC teaching staff will be able to support students in learning classroom skills such as: how to take an observation, how to interact with children and families, how to interact with children and how to provide a safe and healthy learning environment. The CDC also currently serves approximately 10-13 faculty staff families and their children along with the 45 funded slots that are for students. Providing our faculty/staff and students with high quality care for their children also support better outcomes for our students by ensuring that the worry and stress that comes along with leaving your child in care are less. This allows students and faculty/staff to focus on their work and coursework without worrying about their children. It also builds community within our campus.

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**Q6**

How has the program/service area changed over the most recent five academic years and/or how is it expected to change within the next five years (i.e. growth, additional services, increased workload and reorganization) that warrants this position? \*\*Please use both quantitative and qualitative data including, but not limited to: enrollment and productivity data, staffing or other studies, surveys, volume of students or employees served, total comp time accrued, number of hourly/intern/volunteer/work-study, and services provided.\*\* (200 words or less) (Rubric Criterion 2)

Since COVID-19, the CDC has been able to successfully open. Although we are not able to enroll at full capacity, we are still able to serve students and faculty/staff. We have provided a safe environment where children can learn, and parents can feel safe sending their children.

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**Q7**

**Student Validation and Engagement**

Which of the College's strategic priorities will this position most directly support? Note: Selecting more than one strategic goal will not impact the Classified Hiring Priorities Committee rating of the position.

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**Q8**

Please explain how the requested position will support the college strategic priority(ies) identified above. (200 words or less) (Rubric Criterion 3)

Providing our faculty/staff and students with high quality care for their children also support better outcomes for our students by ensuring that the worry and stress that comes along with leaving your child in care are less. This allows students and faculty/staff to focus on their work and coursework without worrying about their children. It also builds community within our campus. The CDC is a state funded preschool program, requiring the CDC to adhere to the highest level of requirements for teacher child ratios, teacher qualifications and ongoing training, classroom and environment expectations, and family engagement considerations. All these components produce a high-quality childcare program, which is what we want our Cuyamaca College Child Development students to learn in. However, with the current CDC staffing, we are not able to meet all these expectations, as there simply are not enough staff.

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**Q9**

How will the position impact the ability of the program or service area to innovate and meet changing needs? (200 words or less) (Rubric Criterion 3)

Other lab courses are provided with funding that allows them to have the materials, supplies and workforce to run a quality lab. Our lab is the same. We need more staff members to ensure that all are receiving the quality care that is expected from a campus lab center.

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**Q10**

Please confirm that you have discussed this faculty position request with the dean or manager and that you understand that deans and managers will be providing feedback to help inform the prioritization process.

**Yes, I have discussed this position request with the Dean or Manager**