





Guidance for Implementing Effective Training and TA on the Child Outcomes Summary (COS) Process

Improving Data, Improving Outcomes Conference

Arlington, VA

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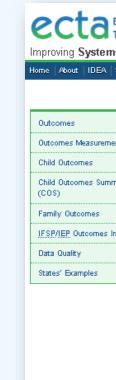
Naomi Younggren

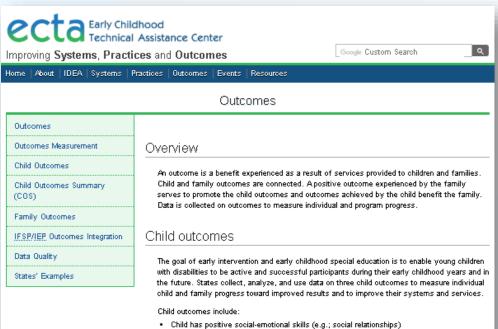
Department of Defense (Part C)/
Early Childhood Technical
Assistance Center

naomi.younggren@gmail.com

Session Description

- To provide an overview of the national resources that are available to support COS training and technical assistance (TA), and how they might be incorporated into ongoing professional development (PD).
- State presenters will share information about their COS PD systems, including how they are addressing critical staff knowledge and skill development needs and impacts of training efforts on COS data quality.





· Child uses appropriate behaviors to meet their needs

Family outcomes

services have helped.

their own survey.

. Child acquires and uses knowledge and skills (e.g.; early language/communication)

States use several different approaches to measure child outcomes as illustrated in the national

maps ECTA develops annually. Most states use the Child Outcomes Summary Process, a team process for summarizing information about a child's functioning across multiples sources.

Early intervention and early childhood special education also support families in a variety of individualized ways to help them care for their children and have the resources they need to participate in their own desired family and community activities. States collect, analyze, and use data on the percent of families participating in Part C who report that early intervention

States use surveys to collect family outcomes data. Many states use the ECO Family

Outcomes Surveys and the NCSEAM Survey to collect data. Some states have developed



Family outcomes include: · Family knows their rights · Family effectively communicate their children's needs · Family helps their children develop and leam

Outcomes TA provided in collaboration with

Early Childhood Data Systems

http://ectacenter.org/eco

What's New

- Separate sections for child and family outcomes with information organized using the same structure/subpages
 - National Data Analysis
 - State Approaches to Measurement
 - Frameworks & Self-Assessments
 - Calculators & Graphing Templates
 - Video Overview
 - Forms/Instruments
 - Data Use
- COS process information in its own section
 - COS professional development (PD) resources

COS PD Guidance and Resources

http://ectacenter.org/eco/pages/cos.asp

4-Part Sequence:

- 1. Build Knowledge of the COS Process
- 2. Develop COS Process Skills
- 3. Assess COS Process Competence
- 4. Encourage Continuous Improvement on the COS Process

COS Process Professional Development

Outcomes

Outcomes Measurement

Child Outcomes

Child Outcomes Summary

- COS Form and Instructions
- COS Calcutators
- COS Professional Development Resources
- State-Developed COS Materials
- Child Outcomes Summary Team Collaboration (COS-TC)
- ENHANCE: COS Research
 Child Deuelopment Resources
- Family Outcomes

IFSP/IEP Outcomes Integration

Data Quality

State-Developed Outcomes Materials Provided here is a collection of national resources to support <u>COS</u> training and technical assistance. The resources are displayed in a sequence and designed to be embedded in various types of professional learning opportunities, such as webinars and face-to-face trainings.

COS Process Professional Development: Guidance for Preparing and Implementing Effective Training and TA contains all the information you will need to understand the sequence and suggestions for identifying an appropriate starting point in your professional development context.

Build Knowledge of the COS Process Practitioners gain an understanding of essential COS concepts.

 COS Process Online Module: Online module providing key information about the COS process and the practices that contribute to consistent, meaningful COS decision making.

Practitioners gain understanding of unique features of the COS in their state.

 State/Program-Specific COS Process Policies and Procedures Checklist: A checklist of state/programspecific child outcomes measurement policies that should be communicated to practitioners.

Develop COS Process Skills Practitioners gain skills for effective implementation of the

- Applied Practice for COS Skill Building Activity: Activity instructions and written case studies for practitioners' applied practice.
- Age Anohoring Guidance for Determining Child Outcomes Summary (COS) Ratings: Provides answers to commonly asked questions about age anchoring as it applies to the COS process and examples of how the guidance applies in practice.
- Topical COS PD Activities: A collection of targeted PD activities and materials indexed by topic.
- COS Team Collaboration (COS-TC): Training materials and online objects supporting self-assessment of COS teaming practices.

Assess COS Process Competence Practitioners demonstrate understanding of the essential concepts and skills needed to participate in the COS process.

 COS Competency Check (COS-CC): Field Test: Online assessment of the application of COS skills.

Encourage Continuous Improvement on the COS Process Provide opportunities for ongoing support to continue to improve practitioners' COS process skills.

 See the resources available under the Build Knowledge of the COS Process and Develop COS Process Skills sections.

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COS Process Professional Development: Guidance for Preparing and Implementing Effective Training and TA



Designed to support state and local technical assistance (TA) providers in implementing effective professional development (PD) on COS process.

- Compressive list of PD resources
- Suggested progression through activities for effective training
- Support for where to start planning a PD sequence based on provider characteristics and needs





COS Process Professional Development:

Guidance for Preparing and Implementing Effective Training and TA

This guidance document is designed to support state and local technical assistance (TA) providers in implementing effective professional development (PD) on the Child Outcomes Summary (COS) process with early intervention and early childhood special education practitioners. Provided here is an overview of national resources and materials that are available to support COS training and TA and how they might be incorporated into ongoing PD.

The essential starting place is the Child Outcomes Summary (COS) Process Online Module, a selfdirected eight-session training on the knowledge and skills needed to work with teams to identify accurate child outcomes summary ratings:

- . Session 1: Introduction So What's This All About?
- . Session 2: Overview of the Child Outcomes Summary Process
- . Session 3: Completing the Child Outcomes Summary Process
- Session 4: The 7-Point Scale
- . Session 5: More Information About Determining a Rating
- Session 6: Good Teaming, Good Decisions
- Session 7: Documenting the COS Rating
- . Session 8: The Exit COS Rating

Because the best gains in adult learning come when people have opportunities for real-life application and role-playing¹, it is important that the core knowledge gained from completing the online module be followed by applied practice.

Both new practitioners and practitioners who have been using the COS process for many years will benefit from participating in COS professional development activities. Practitioners who have been using the COS process will improve their application of the COS process. New practitioners will get the opportunity to practice their COS skills and learn from their peers and staff more experienced. This training will help ensure that all team members implement the process in the same way.

COS Professional Development: Guidance for Preparing and Implementing Effective Training and TA

¹ Trivette, C. M., Dunst, C. J., Hamby, D. W., & O'Herin, C. E. (2009). Characteristics and consequences of adult learning methods and strategies [Winterberry Research Syntheses, Vol. 2, Number 2]. Asheville, NC: Winterberry Press.

COS Process Professional Development

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Family Outcomes

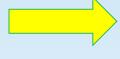
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COS Process Online Module: Collecting & Using Data to Improve Programs

The ECTA Center and DaSy Center developed an online learning module that provides key information about the COS process, and the practices that contribute to consistent and meaningful COS decision-making. Over the course of multiple sessions, participants learn about:

- · why child outcomes data are collected;
- the key features of the COS process;
- the essential knowledge needed to complete the COS process;
- how the three child outcomes are measured through the process;
- how to identify accurate COS ratings using a team-based process;
- the importance of comparing children's current functional performance to age-expected functioning;
- · when and how to measure progress in the three child outcome areas; and
- how to document ratings and evidence to support those ratings in COS documentation.

After registering for the module, you will be automatically redirected to its website. The module is selfpaced, so you may access it as often as desired. For additional training materials related to the COS process, see the ECTA Center's COS Professional Development Resources.



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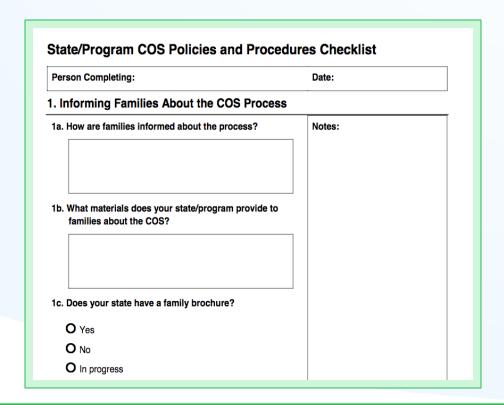
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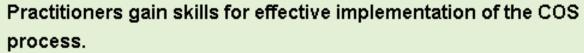
State/Program-Specific COS Process Policies and Procedures Checklist

TA providers will use this checklist to ensure that practitioners understand their state or program specific COS policies and procedures.

- 1. Informing Families About the COS
- 2. Tools Used During the COS Process
- 3. Timing of the COS Process
- 4. Teaming During the COS Process
- 5. Determining and Recording the Rating
- 6. Special Circumstances for Exit Ratings
- 7. Sharing Local Program and State Data



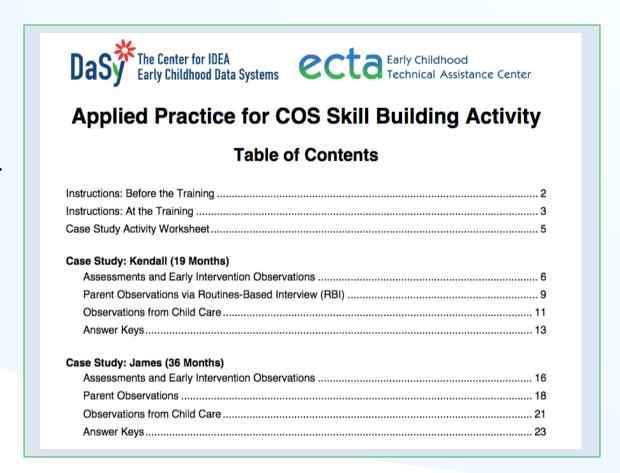
Develop COS Process Skills



- Applied Practice for COS Skill Building Activity: Activity instructions and written case studies for practitioners' applied practice.
- Age Anchoring Guidance for Determining Child
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Applied Practice for COS Skill Building Activity

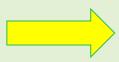
Provides activity instructions and written case studies for practitioners' applied practice. (Alternatively, participants can share case studies about children and families from their own caseload). Practitioners use the case studies to apply their COS process skills to determine one or more outcomes ratings and have an opportunity to ask questions and reflect on the COS process.



Develop COS Process Skills

Practitioners gain skills for effective implementation of the COS process.

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Age Anchoring Guidance for Determining COS Ratings

Provides answers to commonly asked questions about age anchoring as it applies to the COS process. Offers guidance on how to accurately age anchor a child's functional skills and illustrates this guidance through practical examples.



Contents	
Introduction	2
Rationale	2
Purpose and Audience	2
Use	2
Age Anchoring Basics	3
1 - What is age anchoring?	3
2 - Why is age anchoring important?	4
3 - What do the categories age expected (AE), immediate foundational (IF), and foundational mean?	
4 - How much of the child's skills and behaviors need to be age anchored?	6
5 - Who age anchors the child's skills and behaviors?	7
6 - When should age anchoring occur?	
7 - When is a skill or behavior categorized as immediate foundational rather than foundation	nal?9
8 - How are developmental progressions used in age anchoring?	10
9 - What is the thinking process for age anchoring?	11
Age Anchoring Tools	12
10 - What tools can a team use to age anchor functioning?	12
11 - What if tools give different age expectations for similar skills?	13
12 - What if an age anchoring tool does not address the skills the team is trying to anchor? Special Circumstances.	
13 - How are a family's cultural expectations taken into consideration when age anchoring?	15
14 - How are splinter (or scattered) skills and atypical functioning addressed when age anch	oring?16
15 - How are significant negative (or interfering) behaviors addressed when age anchoring?.	17
16 - What about skills that come in earlier and do not change much as children get older?	18
17 - What if the team cannot agree?	19
Checklist on Age Anchoring for the COS Process	20

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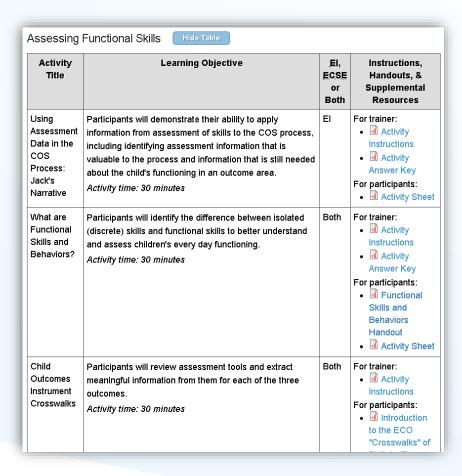


- Topical COS PD Activities: A collection of targeted PD activities and materials indexed by topic.
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Topical COS PD Activities

Supplemental PD materials organized into COS process topical sections. Each section includes activities (with instructions, handouts, and supplemental resources) that can be used to enhance practitioners' understanding of a particular aspect of the COS process.

- 1. General COS Activities
- 2. Assessing Functional Skills
- 3. Age Anchoring
- 4. Using the 7-Point Scale



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 COS Team Collaboration (COS-TC): Training materials and online objects supporting self-assessment of COS teaming practices.

Child Outcomes Summary Team Collaboration (COS-TC)

Supports understanding of quality team collaboration for the COS process, including fostering meaningful family involvement and team interactions. Audiences:

- Providers/teams
- Trainers who want ideas for planning and facilitating professional development on team collaboration in the COS process



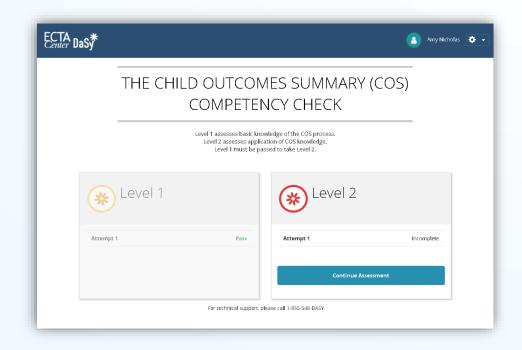
Assess COS Process Competence Practitioners demonstrate understanding of the essential concepts and skills needed to participate in the COS process.

 COS Competency Check (COS-CC): Field Test: Online assessment of the application of COS skills.

Child Outcomes Summary Competency Check (COS-CC)

An online tool intended to assess early intervention and early childhood special education practitioners' understanding of the essential knowledge and skills needed to reach accurate ratings of child outcomes using the COS process.

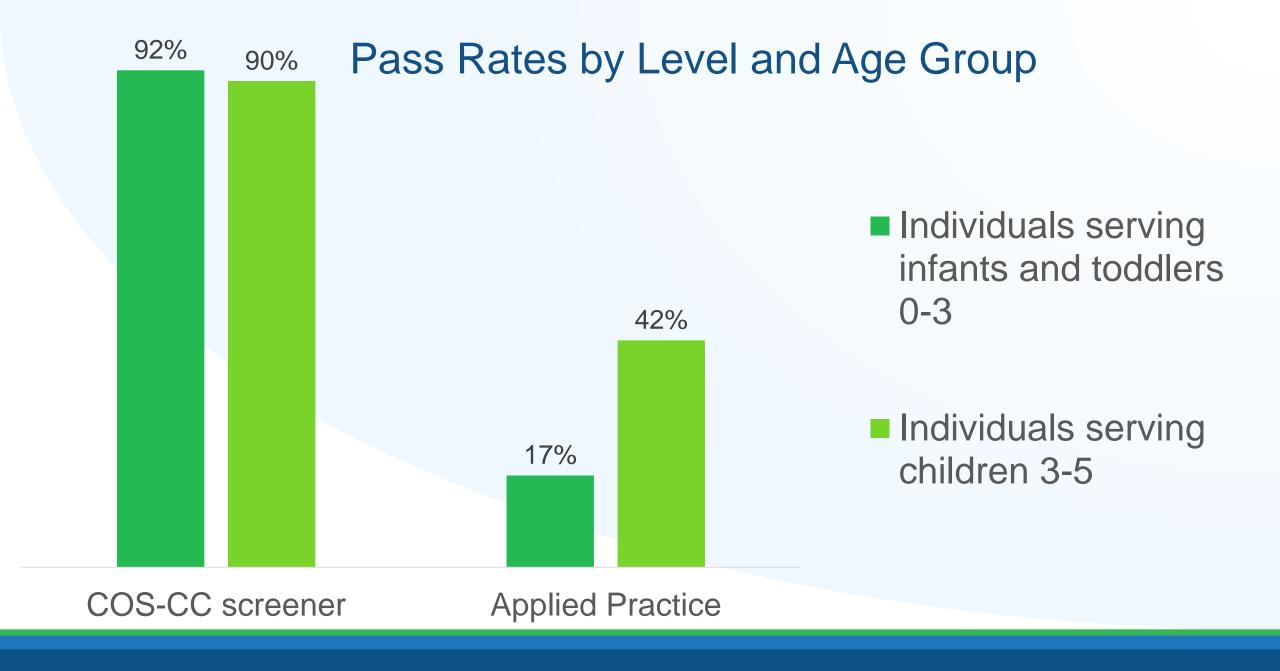
- Level 1: ~10 multiple choice items designed to test basic knowledge of the COS process.
- Level 2: ~15 items, including a case study with video, designed to test ability to apply knowledge



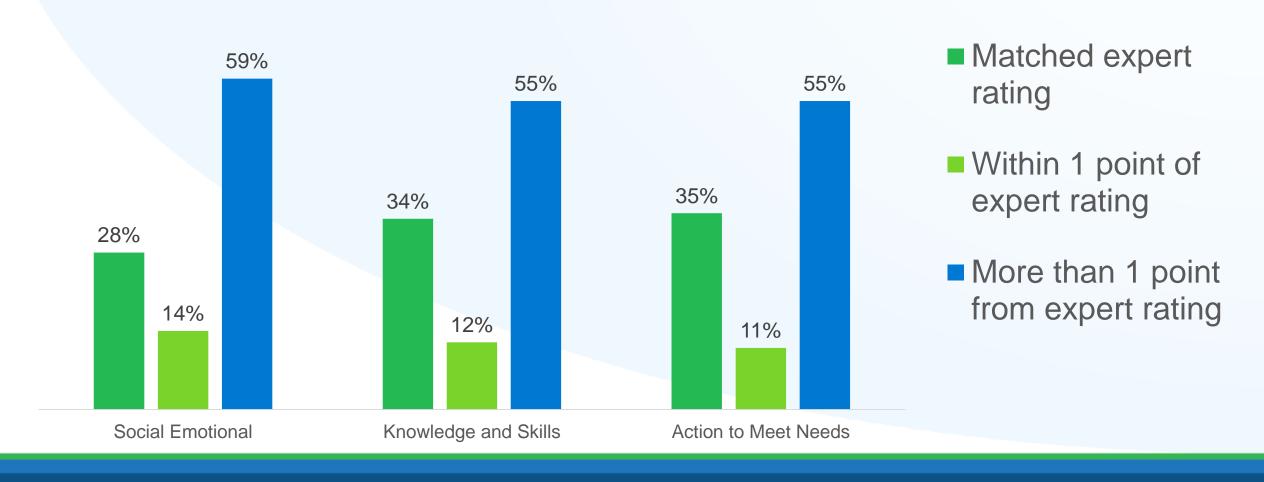
The initial COS-CC field test has been completed!

Number of COS-CC Field Test Participants

		Level 2: Applied Practice
Individuals serving infants and toddlers 0-3	88	72
Individuals serving children 3-5	39	33



Performance on COS Rating Items within Level 2: Applied Practice (n=200 completions)



Encourage
Continuous
Improvement on
the COS Process

Provide opportunities for ongoing support to continue to improve practitioners' COS process skills.

 See the resources available under the Build Knowledge of the COS Process and Develop COS Process Skills sections.

State/Program-Specific COS Professional Development

Department of Defense, Part C

Maryland, Part C and Part B 619

Vermont, Part B 619



DoD EDIS COS Professional Development Journey

Naomi Younggren, Part C Coordinator

A Slow and Separate Start

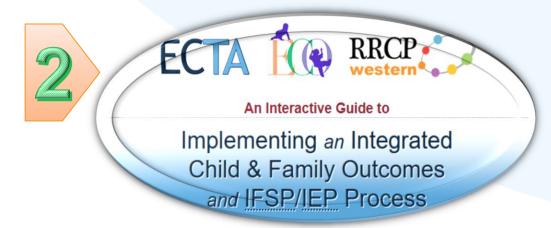
- Learned about what others were doing
- Reviewed our processes
- Became very clear that COS was entirely separate from the IFSP process
- Missing data

Popped Up COS Trainings

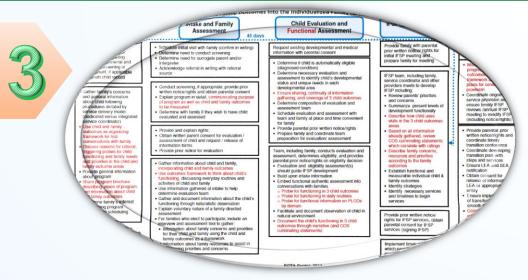
- Popped up emphasis on COS
- Provided lots of training, including case study work
- Began integrating COS into IFSP by aligning PLOD by 3 Outcomes
- Data completeness improved



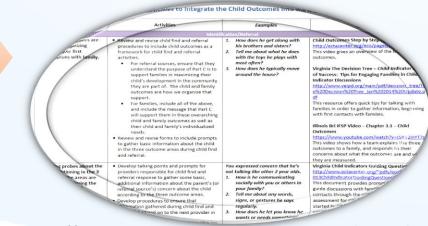
http://ectacenter.org/eco/pages/videos.asp



http://ectacenter.org/implementingintegrated/



http://ectacenter.org/eco/assets/pdfs/IFSP-OutcomesFlowChart.pdf



http://ectacenter.org/eco/assets/pdfs/IntegratingOutcomesintothelFSP.pdf

Upgraded and Integrated COS

- Added COS ratings as part of IFSP no separate form unless
 COS done outside of the IFSP process
- COS embedded even at screening, as well as during discussions at time of evaluation (pointing out AE-IF-F)
- Engaging families in the process

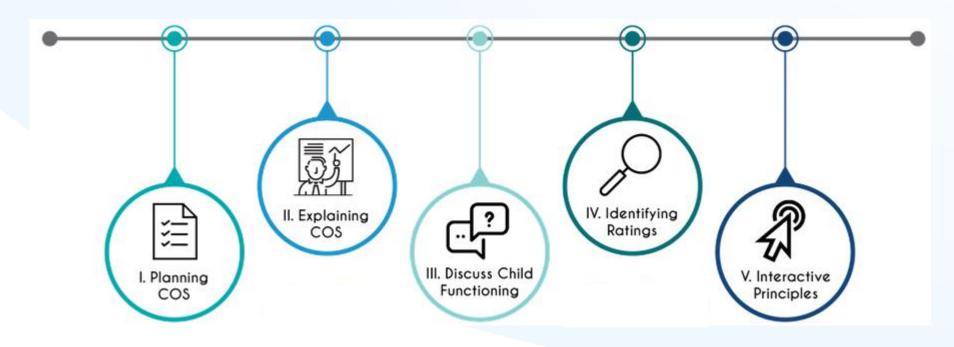
COS-TC

Child Outcomes Summary Team Collaboration

Quality Practices



http://ectacenter.org/eco/pages/costeam.asp





Age Anchoring Guidance for Determining Child Outcomes Summary (COS) Ratings

Guidance for EI/ECSE Practitioners and Trainers

April 2018

http://ectacenter.org/~pdfs/eco/CO S_Age_Anchoring_Guidance.pdf





Applied Practice for COS Skill Building Activity

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Case Study Activity Worksheet		
Case Study: Kendall (19 Months)		
Assessments and Early Intervention Observations	6	
Parent Observations via Routines-Based Interview (RBI)	9	
Observations from Child Care	11	
Answer Keys	13	

https://dasycenter.org/resources/dasyproducts/online-learning/



http://ectacenter.org/events/communities.asp



http://ectacenter.org/eco/pages/cos.asp/



Improving Systems, Practices and Outcomes

Google Custom Search

Q

Child Outcomes Summary (COS) Process

Outcomes

Outcomes Measurement

Child Outcomes

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Family Outcomes

IFSP/IEP Outcomes Integration

Data Quality

State-Developed Outcomes Materials

The Child Outcomes Summary (COS) process is a team process for summarizing information on a child's functioning in each of the three child outcome areas using a 1 7-point scale. With the COS process, a team of individuals who are familiar with a child (including parents) can consider multiple sources of information about his/her functioning, including parent/provider observation and results from direct assessment. Additionally, the COS process allows early intervention and early childhood special



education programs to synthesize information about children across different assessment tools to produce data that can be summarized across programs in the state, as well as across states for a national picture. The ECTA Center developed a print resource providing d Overview of the COS Process.

COS Process Online Module: Collecting & Using Data to Improve Programs

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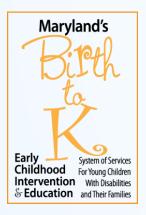
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Further Innovations







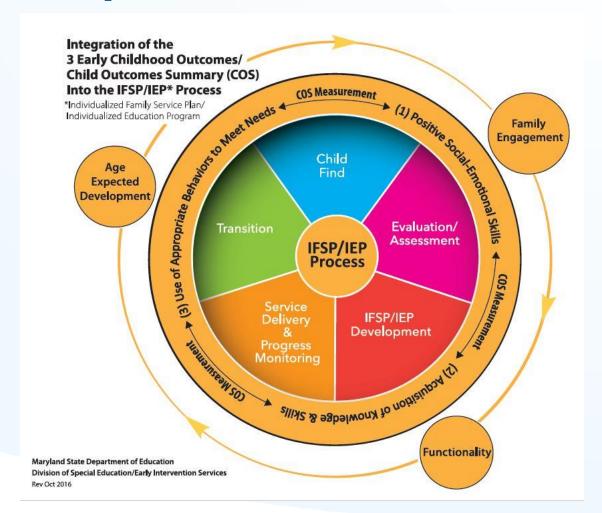


Maryland's Birth to Kindergarten COS Process Professional Development

Pam Miller, Early Childhood Education Specialist

Evolution of COS Process and COS Professional Development in MD

- SFY 2011 Began using the COS process to measure child outcomes in early intervention
- SFY 2012 Integrated COS process into the IFSP (strengths/needs summary) Birth – 4
- SFY 2016 Began using the COS process to measure child outcomes for preschoolers AND integrated COS process into the IEP (strengths/needs summary), ages 3 to Kindergarten
- January 2016 Issued Child Outcomes
 Summary (COS) Technical Assistance Bulletin
 Birth to Kindergarten



Focus on Fidelity Driven By the Part C SSIP (SFY 2016)

- Discussions with the State Systemic Improvement Plan (SSIP) State Implementation Team (SIT) led to questions about COS practices and ultimately about the quality of our COS data.
- SIT determined the need for Landscape Interviews to gather information about local COS implementation practices, specifically related to integration into the IFSP process and fidelity of implementation, in order to identify strengths, gaps, training, and support needs.



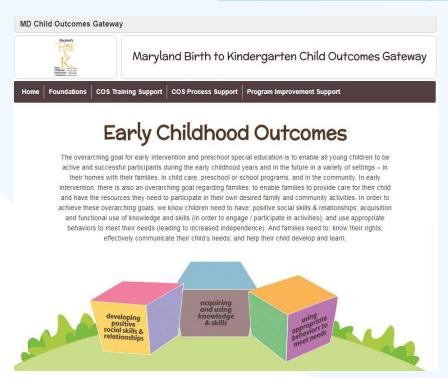
Statewide fidelity is critical to ensuring valid COS data.

Focus on Fidelity Provided the Framework for B-K COS Training and Support (SFY 2017)

- Maryland Child Outcomes Summary (COS) Core Components
 Rationale
- Maryland's Core Components of the Child Outcomes Summary (COS) Process
 - Functional Child and Family Assessment
 - Age-Anchoring Tools
 - COS Rating Prep Tool (AE, IF, F)
 - Decision Tree

MD B-K Child Outcomes Gateway

http://olms.cte.jhu.edu/mdcos-gateway



Guide to Birth to Kindergarten Child Outcomes and Child Outcomes Summary (COS) Process Training and Support

http://olms.cte.jhu.edu/data/ck/sites/4055/files/COS%20B-K%20Training%20Guide%20Nov2017.pdf



Foundations of Early Intervention and Preschool Special Education

Discover the key principles of early intervention and preschool special education practice, access the DEC recommended practices, and view Maryland's child outcomes integration model.

Go to Foundations



COS Training Support

Learn the steps in Maryland's initial and ongoing child outcomes training plan, access the ECTA / DaSy COS online modules and the Maryland Birth to K COS training materials, and complete the COS training simulation activity.

Go to COS Training Support



COS Process Support

Review COS technical assistance documents and access resources to implement the COS Core Components as well as additional resources to strengthen COS practices.

Go to COS Process Support



Program Improvement Support

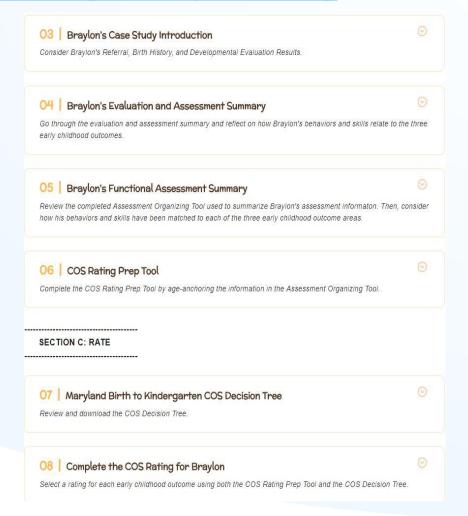
Find information about TAP-IT, Maryland's adopted model for making data-informed decisions. Learn about the purpose and use for COS data, and access information about using COS data analysis for program improvement.

Go to Program Improvement Support

MD COS Competency Check

http://olms.cte.jhu.edu/mdcos-gateway-training

MD COS Competency Check MD COS Competency Check As part of the training, all personnel are required to complete and pass the Maryland COS Competency Check, including knowledge assessment questions. To evaluate your learning, you will now complete these activities. Section A presents an assessment with content knowledge questions. These questions are in a multiple-choice format. Section B involves specific details of a case study, i.e., Braylon, with activities designed to increase your knowledge and awareness of Braylon's development of functional skills. In order to adequately prepare yourself for the COS Rating Prep Tool activity, you should thoroughly review the content in Sections 01 through 05 and complete all activities. Upon familiarizing yourself with that content, move to the Section for the COS Rating Prep Tool. Section C allows you to enter a COS rating using the information from Braylon's case study documented in Section B. Provide your COS rating for Braylon in Section 08. SECTION A: PREP 01 Knowledge Check Complete this questionnaire about functional skills and age anchoring SECTION B: REVIEW 02 | Meet Braylon Review the following video and get to know Braylon.



Maryland COS Process Fidelity Checklist

Maryland Child Outcomes Summary (COS) Process Fidelity Checklist

	Yes	No	Notes/Comments
1. Did authentic assessment activities occur in addition to evaluation for eligibility?	M		<u> </u>
2. Was one of the following tools used to assist with authentic/formative assessment: RBI, SAFER, IFSP Routines & Activities Section, SATIRE, or Early Learning Assessment (ELA)?			
3. Did the team gather information about the child's functional skills and behaviors in the context of everyday routines and activities at home, childcare, school, and community settings?			
4. Did the team interview parents, other family members, and other caregivers and/or teachers about the child's participation in everyday routines and activities?	2	- 1	
5. Did the team elicit information with open-ended questions, asking others to describe what the child's participation in routines and activities looks like, NOT using a tool or checklist to ask yes/no questions?	6		
6. Did the team ask about/observe how the child: is interacting with other children and adults; relates to others; follows rules related to groups or interacting with others?			
7. Did the team ask about/observe how the child: is thinking about, exploring, and participating in activities; is problem-solving; understands symbols (i.e., pictures, words); understands and responds to directions?			
8. Did the team ask about/observe how the child: uses appropriate behaviors to take care of and communicate basic needs; responds to challenges; moves from one place/activity to another; is aware of and responds to dangerous situations?			
9. Did the team gather enough information to ensure rich detail about the child's functioning across settings and situations?			

	Yes	No	Notes/Comments
10. Did the team spend time after authentic assessment activities to consider developmental progressions to help them understand how close or how far the child's functioning is to age expectations for each of the major skills and behaviors?			8.
11. Did the team use age-anchoring tools that were organized by child outcome area and/or included functional skills and behaviors, such as in curriculum-based tools?			
12. Was the authentic assessment information specific to the child age-anchored vs. using age- anchoring tools to gather information about the child?			
13. Were age-anchoring tools cross-referenced to determine the child's level of functioning within developmental progressions?			
14. Did the team focus on the child's functional use of skills vs. discreet, isolated skills?			

Major Revisions to MD IFSP (10/18)

Overall Shifts in Emphasis

- ➤ IFSP Process Guide Linking Principles and Practices
- Child and Family Assessment
 - ✓ Natural Routines/Activities and Environments
 - √ Family Resources, Priorities, and Concerns
 - ✓ Present Levels of Functional Development
 - Developing Positive Social Skills and Relationships
 - Acquiring and Using Knowledge & Skills
 - Using Appropriate Behaviors to Meet Needs
 - ✓ COS Ratings (including a required Decision Tree Procedural Facilitator)
- Functional, Routines-Based Outcomes & Services

Active Implementation Drivers

Local Implementation Grants





Continuous Improvement of the COS Process: Vermont's Data Days

Katie McCarthy, IDEA Part B 619/Early Childhood Coordinator

Vermont's COS (ECO) Timeline to Quality



Data Days Objectives

Participants will:

- Gain knowledge about how statewide early childhood outcomes data are collected and reported
 - Learn about critical questions that can drive early childhood outcomes data analysis and use
- Be better able to use early childhood outcomes data to sustain improved data quality and decision making at the local level

December Data Days

SESSIONS

- Early Childhood and School Readiness: The Building Block to Success- Tony Ruggiero, DaSy
- Discovering the Practices and Procedures Manual-Katie McCarthy, VT AOE
- Vermont's Early Childhood Outcomes Practices and Procedures Session -Kellen Reid, DaSy/ECTA
- What Can My Data Tell Me? Developing Critical Questions to Guide Early Childhood Program Improvement- Gary Harmon, DaSy/ECTA
- Data Quality Matters- Tony Rugerrio, DaSy

ECTA AND DASY PD MATERIALS UTILIZED AND SHARED

- ENHANCE Survey
- The COS Decision Tree
- A Family Guide to Participating in the Child Outcomes Measurement Process
- IEP Flow Chart
- COS Module
- COS Team Collaboration (COS-TC)
- Critical Questions

Vermont's Continuous Improvement in 2018 and Beyond

Working with field to expand data knowledge and ensure high-quality data.

- 1. Incorporation of COS Modules into online PD and partnering with Part C
- 2. October ECSE training
- 3. Inclusion of new supplemental COS materials, including resource explaining COS process to families

Working with our data team.

- 1. Statewide Longitudinal Data System (SLDS)
- 2. Partnering with Special Education Data Manager/Business Analyst to investigate data

All with a little help from our ECTA and DaSy friends.

What's Happening in Your State?

Group Polling & Discussion

Group Discussion

- Groups: Where in the 4-part PD sequence do you feel you are?
 - Building Knowledge of COS Process
 - Developing COS Process Skills
 - Assessing COS Process Competence
 - Encouraging COS Process Continuous Improvement

Discussion:

- As you listened to the state presentations today what resonated with you as a challenge or opportunity to further your work in this area? (Participants discuss in small groups)
- What is one thing that you learned today (tip/ idea/ resource) that you feel will help you progress in this area? (Participants discuss in small groups and write responses on a sticky note and add it to the poster board).

Find Us Online

DaSy website: http://dasycenter.org/

Twitter: @DaSyCenter

ECTA website: http://ectacenter.org/

Twitter @ECTACenter

Thank You

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