



SOELS Governance Council
 November 19, 2019
 Southern Oregon ESD
 101 N Grape Street, Medford
 2:00-4:00 p.m.

Members Present (X):

	Scott Beveridge SOESD	x	Martha Ibarra Hispanic Comm Rep	x	Mary Wolf CCRN
x	Katherine Clayton SO Head Start	x	Jennifer Johnstun Primary Health of Jo Co		Melissa Wolff DHS Self Sufficiency
*	Susan Fischer-Maki AllCare CCO	x	Geoffrey Lowry Oregon Child Dev. Coalition	x	Susan Zottola GP SD #7
	Michelle Gallas Imagine That	*	Karla McCafferty Options for So Oregon		
	Jeanne Grazioli Medford School District	x	Eileen Micke-Johnson RCC		
	Michelle Gury Parent Voice		Lisa O'Connor FNC		
	Kerri Hecox, MD Oasis Center of the R.V.		Pam Thompson- Arbogast EI/ECSE		
x	Mary Hough S.O. Pediatrics		Andrea Wakeland Parent Voice		

*Via Zoom

Staff:

x	René Brandon Director	x	Chelsea Reinhart Early Learning Facilitator	x	Karen Johnson Administrative Assistant
	Teresa Slater Early Learning Facilitator		Molly McLaughlin Early Learning Facilitator		

CALL TO ORDER/WELCOME AND GREETINGS

G. Lowry called meeting to order at 2:07.

WHY WE DO THIS WORK – STORIES FROM THE REGION

- The Hub co-sponsored a screening of the documentary *No Small Matter* with the Children’s Institute on October 30th. It was held at Inn at the Commons with 90 people in attendance. Speakers included René Brandon, Chelsea Reinhart, Dana Hepper (Children’s Institute), Sara Stearns (Oregon Association for the

Education of Young Children), and Lisa O'Connor (Family Nurturing Center). Following the movie, each table was asked to provide feedback. Shared responses include the need for infant/toddler care and the importance of partners working together to make families feel better supported.

- The Southern Oregon Perinatal Task Force hosted a screening and discussion of the documentary [In Utero](#) on November 14th at AllCare Health. The Hub will be hosting one in Jackson County soon.

ADDITIONS OR CHANGES TO THE AGENDA

None

APPROVAL OF MINUTES FROM SEPTEMBER 17, 2019 AND OCTOBER 15, 2019 MEETINGS

Minutes from September 17, 2019 and October 15, 2019 approved unanimously. M/M. C. Clayton S/M. Hough

EXECUTIVE COMMITTEE WORK WITH HEIDI MCGOWAN

- Heidi joined the Executive Committee meeting on October 24, 2019 to review SOELS Governance Council structure. The group discussed committees needed, the purpose each committee would serve, existing groups that could serve that purpose, and meeting schedules. The information was compiled into a table and sent to the Governance Council on November 15, 2019. (Please note, documents shared at meetings are available on [SOELS Webpage](#) under the "Meetings and Minutes" tab.) The possibility of ending or reconfiguring the Executive Committee was discussed; however, the group concluded that, with the current work needed around the Student Success Act, they will continue to meet for the time being. Heidi will join the Governance Council on January 21st to present the Executive Committee work on governance council structure.

REGIONAL STEWARDSHIP COMMITTEE UPDATE

- R. Brandon advised that the Hub is over half-way through Phase 1 of the ECE Sector Planning. As part of this work, we sent out parent and provider surveys and will be sharing the feedback soon. All Regional Stewardship Committee documents are available on the hub webpage.

STUDENT SUCCESS ACT & LOCAL WORKFORCE CHALLENGES

C. Reinhart shared results of a workforce survey taken last year. (Please see PowerPoint for results.)

The Governance Council discussed some of the early learning workforce challenges:

- Recruitment
 - Reaching current community (they're here)
 - Immerse in early learning → future parents
 - Determine popularity of ECE classes at high schools
 - Connect with 100+ students at RCC on ECE track most currently in the field
 - ★Use funding to allow for planning period of building up workforce including training and increased wages
 - Parents → Employees
 - Preparation of classroom experience prior to
 - ★Substitute pool for early learning with ESD
 - Reduce cost of childcare for employees
- Training

- Oregon infant/mental health endorsement/association
- SO. OR. Has the ability to train ECE workforce
- Retention
 - Affordable housing for the workforce
 - Criminal background check delays
 - Office of Child Care requirements creating barriers to recruiting staff
 - Non-competitive wages – perhaps we could use additional funding to increase wages
 - ★Pool resources to offer medical benefits
 - Union
 - Benefit package requirements
 - Pay for education with a 1-2 commitment
- Partners to engage in this work
 - Coordinated Care Organizations training community health workers/doulas
 - High schools/Rogue Community College
 - Offer classes that will allow students to graduate at a Step 7
 - GP, HV, NM SM, Ashland high schools
- Messaging/engagement with local legislatures and ELD as we are engaging this work
 - Funding from CCOs – Social Determinants money
 - Funding crisis – wages too low – most can be compensated at a higher rate almost anywhere
 - How to make ECE an attractive career choice
 - Wages and benefits
 - Consider what is happening nationally
 - Perkins money is considering removing ECE field from program since it is not high-paying
 - ★Inform how Preschool Promise is promoting a pay equity issue and how to change it
 - Need financial support to prioritize the demand
 - Change the perception of entering the field
 - Families can't afford what quality costs and need to subsidize
 - Stepping Stone career
 - Benefits discussion to ensure eligibility for Early Learning workforce
- The Hub will convene a workgroup of stakeholders to continue to work on this issue.

ADJOURNMENT

The meeting was adjourned at 3:55 pm

NEXT MEETING

January 21, 2020

AllCare Health

1701 NE 7th Street, Grants Pass

2:00-4:00 p.m.

Submitted by K. Johnson