



Early Care and Education Workforce Committee

October 7, 2021

10:30 am-12:00 pm

Join Zoom Meeting

Meeting ID: 926 5062 3888

Attendees: Greg Thweatt, Lisa O'Connor, Renee Breznay, Peter Buckley, Mary Wolf, Eileen Micken-Johnson, Ida Saito, Katherine Clayton, Bridey Mendoza-Moore, Michelle Gallas, Jim Fong

Hub staff: René Brandon, Teresa Slater, Vicki Risner

Welcome & Announcements

Micro-Credential Courses for Early Learning Educators – Peter Buckley

SOU has been working with SOESD, Jackson County Mental Health, Options and other partners to develop a micro credential in behavioral health called the School Behavior and Mental Health Micro Credential. These credentials are stackable to bachelor and master degrees. The initial priority was K12 personnel to add skills to the classroom. Peter approached them to add early learning and they agreed. (12 credits, 1 credit per 5-week course.) Initial offerings include: Social Emotional Learning 101, Equity 101 – Institutional Racism/Biases/Micro Aggressions, Trauma-Informed Practices 101, Building Resiliency in Mental and Behavioral Health 101, Adverse Childhood Experiences 101, New Adverse Childhood Experiences 201. Scholarships are available. We are working on additional funding for more scholarships. Looking to see how to support Early Learning providers as well to get additional training towards a college degree. Courses are online, with flexible schedules. (See flyer)

Mapping the Child Care Workforce

René shared the *Child Care/Early Learning Workforce Brainstorm Jam board* (link to follow), identifying buckets of priorities.

Priority #1 Early Educator Staff who meet the teacher requirements. Identified the training required. Need to pull together more partners.

Priority #2 Retain Current Workers. With more children needing more supports in the classroom. Lisa O'Connor: We're working with OHA to provide reflective supervision to support children with additional needs in the classroom.

Priority #3 Improve Compensation for Workers. This is a long-term goal.

Priority #4 Provide business consultation/support to employers. Bringing forward more business partners to this discussion.

It was noted during the discussion that we also want to acknowledge the work being done to support those entering the field as entry level workers. A more comprehensive presentation of the work in the region will be shared at the next meeting.

You are encouraged to continue adding to this work for future meetings. Jamboard link https://jamboard.google.com/d/14AtEV41w3T416CV2qJroLu4_8q08hIPgr2xhboVTvZE/edit?usp=sharing

Teresa shared some of the work she is holding that is devoted to supporting the emerging workforce: In partnership with Project Youth Plus, we had 15 high school students go through an internship program last year focusing on working in early learning. 2 were hired to continue to work over the summer. The expansion looks like 40 students over the next biennium covering both counties, with those 2 students already being placed.

René: (Sharing slides) I've reached out to Heidi McGowan to facilitate the **Child Care System Mapping Workgroup, October 28th, from 9 am to noon.** At this meeting we want to identify the partners of each of the spokes from the Child Care Map Graphic shared. Where the partnerships are strong. Where they need improvement. Where there are gaps that impact our priorities. Establish action steps for future work together. We'll have breakout groups as well as larger group discussions. We want to learn how to use what we have to better support the early learning community. The second focus of this mapping session is to map the flow of how directors, teachers and other early learning staff navigate the system and how well that system is laid out for them and identify opportunities for refinement. Let us know if you think of any other people or groups to include in this meeting.

Tiered Support Model for Early Learning Programs - Mary, René

René: With the passing of the No Expulsion legislation for early learning programs, we know that there is a lot of work to do within the system to provide more supports to those programs encountering challenging behaviors and other higher care needs. While there are many great projects going to support providers, we do not have a coordinated system of support for early learning providers to meet these needs comprehensively. In March, 2020, some of us attended a webinar hosted by ELD focused on supporting programs to keep kids in care and reducing expulsion. Arkansas's model was really strong. (Shared slideshow from Arkansas Expulsion and suspension workgroup). We liked that the system used mostly existing funding and staff, as a secondary piece of their job descriptions.

Lisa: Most of the children in the relief nurse programs fall into Tier 3, have significant trauma history. I feel that the Family Nurturing Center could expand in this support. We could serve families and providers better if we were doing more community work rather than always bringing them into our buildings. There is a lot of burnout in adults.

Mary: The Warmline would be a natural fit into this system. Expanding the support to a larger group in a more targeted format. Covid has made it difficult for Quality improvement specialists

to be present in classrooms. The Warmline is a good way for providers to reach out for this support.

René: It reminds me of Parent education and the need to normalize getting support and tools. Those that seek it out know that they need more tools. Those that don't know about their options only reach out when they are desperate.

Greg: The Department of Labor newsletter I emailed earlier is a reference (pg 8) to the Child Mind Institute's "Childmind.Org" website offering hundreds of articles, guides, and resources on children's mental health and learning disorders, as well as common parenting challenges. On page 7 is an abstract for "Trauma-Informed Policies and Programs" for providers.

René: Each of you will be receiving 2 invitations:

1 for the Child Care System Mapping Workgroup, October 28th, from 9 am to noon Oct 28th with Heidi McGowan.

1 to pull together a work session for preplanning for the Tiered Support Model. Let René know if you want to be on the preplanning team.

Mary: Maybe we could invite some of the Arkansas people to this.

Peter: Our workgroup is willing to be the facilitator for this.

Jim: After the initial session, Jim would like to join in to see how does this relate to the data analytics that we are working on.

Eileen: Another great resource showing the Pyramid Model specifically related to tiered focus on promoting social emotional competence in infants and young children.

<https://challengingbehavior.cbcs.usf.edu/Pyramid/overview/index.html>

- **Other Business & Closing**

Jim: We are just helping to provide a training: Pathways to Resiliency workshop, Oct 19th from 10-12. There are limited scholarships available. Targeted towards professionals. Here is the link to sign up for the Pathways to Resiliency Workshop:

<https://yesempower.com/events/pathways-to-resiliency-workshop/>

<https://roguecareers.org/childcare/>

Next Meeting: November 4, 2021