



### **Early Care and Education Workforce Committee**

**May 5, 2022**

**10:30 am-12:00 pm**

Join Zoom Meeting

Meeting ID: 926 5062 3888

**Attendees:** Cynthia Anderson, Greg Thweatt, Peter Buckley, Devon Finley, Jim Fong, Darcy Larson, Katrina McGrath, Eileen Micke-Johnson, Ida Saito, Lisa Parks, Rachael Wilson

**Hub staff:** René Brandon, Teresa Slater, Vicki Risner

### **Welcome and Partner Updates**

**Greg Thweatt**, Rogue Workforce Partnership: There are Empower and other related workshops for staff on the RWP Professional Development Calendar: <https://rogueworkforce.org/professional-development/>

**Peter Buckley**: Southern Oregon Success: Rogue Valley Douglas, who are renaming themselves Douglas & Company so they can serve in Klamath and Douglas counties as well, are opening a Family Community Center at 305 N. Bartlett in Medford. The goal for the center is to be a space where community organizations such as the Family Connection, Southern Oregon Success, CCRN, SOELS and others can hold trainings, workshops and events, and where parents can go to be helped to access resources through Connect Oregon or find information on parenting, child development, etc. Southern Oregon Success is working to develop agreements from community partners who might be able and willing to contribute \$3,000 or so per year towards the lease and utilities for the center. A similar effort is under discussion for Grants Pass with other community partners.

CCRN and Empower have developed a proposal for a behavioral health coaching model for early childhood agencies. The pilot project, also supported by Rogue Workforce Partnership, SOELS and Southern Oregon Success, will work with 8 early childhood providers, 24 early childhood classroom teachers and 40 parents with a common coaching curriculum from July 1, 2022 to June 30, 2023. If the pilot works, it can be scaled up. The coaching can be done in both English and Spanish. The cost of the pilot is just under \$40,000. Southern Oregon Success has

contacted AllCare and Jackson Care Connect to seek funding. More info to go out on this soon.

Help that Helps parent guide update. We distributed 2000 of them to date. Goal of about 10,000 in the next order which Allcare covered the costs. Strong interest in them. 3 elementary schools are participating. Looking to include early learning in the future.

Language nutrition: Talk with me baby: <https://www.talkwithmebaby.org/>. Their website has a good toolkit for how to talk with their kids. It's free and can raise awareness of the word gap.

U of O is doing a study of Parents with Young Children, participants receive \$325 for being part of the survey study: <https://www.parentingyoungchildren.org/>

**Teresa Slater:** We will be offering KPI facilitator training next month, June 10<sup>th</sup>, for Kaleidoscope Play and learn groups. We really want to get these up and going again so if you have space or know someone who is interested in the training, please reach out to me. [Teresa\\_slater@soesd.k12.or.us](mailto:Teresa_slater@soesd.k12.or.us).

**René Brandon:** We are working with OHSU nursing students who are finalizing a parent survey to help inform our investments going in to our next biennium. Things that we thought we knew about families may very well have changed. The survey and interviews with families will let us know what kind of investments they want and need. It will be sent out to our community partners and social media, we are asking for it to be shared far and wide. The goal is to get 1,000 families. The results should be available by the end of May or early June. Hubs across the state will be required to have a parent leadership council. Sadie Emmons is working to help the hub to get our next steps in place.

## **Revisit Work Plan Progress and Next Steps**

**Tiered Model Support for ECE Workforce:** René shared Southern Oregon Early Learning Hub Tiered Modal of Support to Early Learning Programs sheets. Shared schedule for action items over the next 6 months.

Peter: This is in line with what the Oregon Learning Council has in mind. I think the new person hired to head up the mental health behavior will be aligned with this. This is the direction she is going to. She might be amazed that you're taking the initiative on it, but I think it is the direction that she will going towards.

René: I know when Darcy's group is working with families who are in community preschool settings, having access to funds for equipment and materials is critical, as one example. There is the mandate to serve all children in their natural setting, but without all of the infrastructure and supports built for that to actually happen. There are lots of needs. This model will help us coordinate resources and have deeper and more comprehensive collaboration.

Eileen: This makes a lot of sense. Starting small, moving us forward, getting it started is great. Southern Oregon might be a leader for the state. A model that is replicable and sustainable.

René: It feels like it has all of the potential for good success utilizing what we already have in our region. We already have such collaborative relationships so that's really just formalizing them around this particular project.

Jim: I think it's great. We're still continuing to bring more tools to project management side. I can see that the charter template we have could be a useful tool for this. Here's a link to the Charter Template - [https://roguewp-my.sharepoint.com/:w:/g/personal/jim\\_rogueworkforce\\_org/EWjOYnq7fcxMlw0iSLw6oyQBe4GG\\_RLbCxJLwvZ2hg98CQ?e=IssQzT](https://roguewp-my.sharepoint.com/:w:/g/personal/jim_rogueworkforce_org/EWjOYnq7fcxMlw0iSLw6oyQBe4GG_RLbCxJLwvZ2hg98CQ?e=IssQzT)

**Director's Group:** We had shared the feedback from Bridey's piece from the winter conference, on reflective practice, that directors in attendance were supportive of bringing back the director's group. Cynthia has a draft survey ready to go out to directors to find out the needs of most people. It will be translated to include our Spanish speaking providers. It should be out soon. It was clear that when the directors had time together in the breakout sessions that it was a good space for them to get together, learn together, support each other. Cynthia: Our hope is to have it out by the end of next week.

René: I want to circle back to give Jim a moment to talk about the focus of recruitment and training needs, that he referenced.

Jim: From the conversations we've had over the past year, I want to touch on those issues. Getting ORO Level 7 folks moved up and to get entry level folks coming to early learning careers. Our goal has been to reach every graduating senior a pathway to a career. We have internships with a real pathway to

developing a career. We are having live conversations with other sectors, but not early learning.

René: In our work plan, we've mapped out strategies that we thought would be helpful for both recruiting entry level and for helping those that are already in an early learning facility to see a pathway to move up into a teacher role. The issue has been that our representatives who are those early learning folks don't have the capacity to attend these meetings and give guidance/feedback, due to staffing shortages.

In our July meeting we can dedicate time to talk about those two buckets. Time to circle back to our Workplan brainstorming draft. Bringing our draft to the directors to launch from there. I don't see the directors being able to join this meeting any time soon.

Eileen: I think scheduling at a time other than a Thursday midmorning. René, Cynthia maybe we can come up with a time that would work to get this started. I think there is a feeling that nothing is moving.

Jim: If we need to go one on one with each provider, that might work as well.

René: I will reach out to Eileen, Cynthia and Teresa to get an initial list of who to reach out to. There are always smaller groups working between meetings to keep the work moving forward.

### **CCRN Advisory Group starting**

Cynthia shared their CCRN Advisory Board presentation. Make a Thriving Impact in our Child Care Early Learning Community. Mission Statement: Supporting positive outcomes for children by promoting high quality early care and learning!

This collaborate advisory board has two main purposes:

To serve as a catalyst to ensure quality child care and early learning opportunities for children and their families. Enhance recruitment and retention efforts.

To fulfill an Early Learning Division (ELD) requirement for a collaborative network of community members and professionals to provide insights,

ideas and feedback on current and future CCRN efforts in providing supports to children, their families and the providers that serve them.

Meeting Options:

CCRN Advisory Board requirements are to meet once per quarter.

Option 1: Schedule during a normally SOELS ECE Advisory Work Force Committee meeting. SOELS meeting would end 30 minutes early on those days, CCRN Advisory Board would be scheduled for 1 hour.

Option 2: Schedule CCRN Advisory Meeting on an alternate month than the SOELS ECE Workforce meeting. It can be during the same time frame. Maybe alternate Thursday midday meetings with other days and times if that doesn't work for a few providers and families.

Next step: Cynthia will send an email to confirm interest and meeting preference.

You can reach Cynthia at 541-776-8590, ext. 1110. Email:

[Cynthia\\_Anderson@soesd.k12.or.us](mailto:Cynthia_Anderson@soesd.k12.or.us)

Eileen: Please attach your presentation when you send out your email.

Cynthia. Please look at the list of those I send the email out to and feel free to forward the invitation to others you think would be a good fit.

**Next Meeting:** July 2, 2022