



Educational Equity Committee

October 3, 2022

10am-11:30 am

In person: 918 Chevy Way, Medford

Or Join Zoom Meeting

<https://soesd.zoom.us/j/4876428933>

Meeting ID: 487 642 8933

Purpose of Meeting: The Southern Oregon Early Learning Hub's Agency Advisory Council has identified educational preparedness for young children of color in Southern Oregon as a priority focus area. We are convening partners representing early learning, K-12 education, high education, health sector and culturally specific family-serving organizations to drive this work forward. Families with lived experience will guide our work.

Link to Shared Vision Statement:

https://drive.google.com/file/d/11C97TVQvNs-wUuHp8ITtNaJzsKe7_zCg/view?usp=sharing

Attendees: Amber Lease, Cynthia Anderson, Martha Ibarra, Stephanie Finch (Z). Hub: Rene Brandon, Teresa Slater, Sydney Wing, Vicki Risner

Agenda

- Welcome & Partner Check-in
 - How is your agency doing? How are our families and young children? What is going well and what are the challenges we need to know about?

Kelly Soter: Phoenix-Talent School District (listen for new title) – Resilience of families after the fire. A lot of our family have returned, but have several hundred families who are still displaced or are in transitional housing. Housing continues to be a real struggle for our families.

Aaron Costa, Medford School District, Equity liason: New to the position.

Marissa Poling: Medford School District:

Danielle Jensen: Medford School District:

Marta Ibarra, CCRN: Working with the Spanish speaking Preschool Promise and general providers.

Cynthia Anderson: Program Manager for CCRN. In full swing, supporting PSP providers, new, existing and expanding. Early Childhood Enhancement Program (ECEP). Coaching based program is meeting today at RCC Table Rock campus. Getting out into the community to get the community aware of the supports that we have available.

Amber Lease, Southern OR Head Start, marketing coordinator: It's Head Start awareness month. Keep your eyes open for

Stephanie Finch: Head Start: We are still working on hiring, opening up a few more classrooms, need people to work. It's a nation-wide problem. Been open for about a month, kids and families back in the classrooms.

Teresa Slater: Primarily with the KPI grant (spell out), Kaliescope groups, PLT groups, networking and learning together.

Sydney Wing: shared this Friday's event.

Rene Brandon: Bring system partners together. Add more from her

Cecilia Hurt: Education director from Head Start.

Younghee Kim: Coordinator for the Early Learning Program at SOU: We started classes on September 21st. We are looking to maximize what we do well and see what might be dated. Student enrollment has been low. High school population is dropping which reflects at both SOU and RCC. Which program might change will be determined later in the year. RCC's enrollments are up. Since California requires bachelor degrees, we are getting a lot more Northern California students in early learning.

Selection of next book study title

Last year we studied John Crown Apple's book. Belonging through a culture of Dignity. Just about to launch our first "What are we going to do about it." At the end of the book, there is a Climate survey for the early learning workforce. To find out the concepts in the book. How is the Southern Oregon workforce doing? How are we doing to create a climate where people want to be in. If they are comfortable, they are more likely to stay. Once we have a base line, this group, along with the workforce committee, we can identify some needs. Then every two years do another survey, to hopefully see over time those needs narrow. Then we'll begin to

survey the parents of the children who are served on the same topics. To make some meaningful steps from what we learned.

Shared:

Timeline:

- Presentation to Director's Group – November or December 2022
- Launch survey to all early learning centers in region – January 2023. Baseline data.
- Bring results to Equity Committee and Director's Group – February 2023
 - Review results and create action plan for support to child care centers

September 2023 – repeat survey. Compare to baseline data. Adjust strategies

MORE

Shared Questions from the last chapter of the book.

Do I feel accepted?

Am I treated fairly?

Appreciated?

Validated?

Did anyone participate in the ESD survey last spring.

Is there any value to look at their qualifications in this survey? Add a question or two, demographics, what qualifications are out there?

We did a survey in 2019 that did include this information. Maybe look at that survey and pair up that new survey. Might be most helpful for our Workforce committee.

Rene: I will dust off that survey and see how we can blend the two together without it getting to large.

Asked if anyone if anyone wanted to comment about the staff survey sent out by SOESD last year. Kelly said that they had some good results from it. The survey was all staff, not by building so it wasn't as easy to look at improvements by building, staff

Might have value to ask for city.

If we ask questions about wages or benefits, do so at the end so not to affect their lens of questions. Not about getting paid, but about their actual inclusion. Not to change their perspective. Not have one question to change their perspective.

New book to go through together for this year:

- How to be an antiracist by Ibram X. Kendi

- The Conversation: How Seeking and Speaking the Truth about Racism Can Radically Transform Individuals and by Dr. Robert Livingston

82% of the attendees selected The Conversation for this year.

Teresa shared that this book with shared with all the circuit court judges in the state of Oregon. I brought it to Rene because it felt like a good fit for what we are doing as well.

The next piece, let Vicki know the best way to get the book to you. Mail, come by and pick up. There is also an audio book available. Format and how to get it to you.

Played a video clip from each author about why you would want to read their book.

The Early Learning Summit. Get more details from recording. The audience is early learning teachers, kindergarten and parents. Hoping that Culley Todd, Children's Institute, will talk about the emerging data, hopefully post pandemic data. Students of color is the fastest growing racial ethnic group in Oregon right now. We need to know what's not working to come together to ...

Younghee: I learned a lot from both video clips. Can we watch more of the video clips and discuss them. RB: Good idea, to hear from the authors in their own voice. TS: part of my work is also student internships programs. Those high school students go into those paid internship programs with providers. The goal is that they would be work ready or go into RCC or SOU when they exit the program. We have sites ready for more students. Schedules are our biggest hurdles. Is there any way to work with schools to allow these students to go into the program during the day?

Cecilia Hurt: We'll have the last set of our data by November. Includes subsets as well.

- Review of early learning staff survey and next steps for implementation
- Meeting format: every other month, in person with Zoom option

Next Meeting:
December 5, 2022