



Educational Equity Committee

December 5, 2022

10 am-11:30 am

Join Zoom Meeting

In person: 918 Chevy Way, Medford

Or Join Zoom Meeting

Meeting ID: 487 642 8933

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

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: Ceci Robe, Cecilia Hurt, Crystal Hidde, Cynthia Anderson, Danielle Jensen, Eileen Micke-Johnson, Sonya, Herbold, Stephanie Finch, Younghee Kim Hub: René Brandon, Teresa Slater

Agenda

Welcome and Partner Updates

Cynthia Anderson, manager at Child Care Resource Network and Family Support and Connections. We are in the middle of a mass-market state-wide price survey that will give us a lot of information on child care value, prices, availability.

Stephanie Finch, 0-5 program director for Southern Oregon Head Start. We are still working on hiring. Are opening up 4 classrooms. Looking forward to the '23 year to start.

Crystal Hidde, director of early learning for Kids Unlimited. We expanded our Preschool Promise slots for this year. We recently moved into a building from our original White City location into a separate building that is technically Central Point.

Sonja Herbold, supervisor for Healthy Families of Southern Oregon. We are excited to finally be allowed back into the hospitals after Covid. We can now connect moms with our Home Visiting programs right after birth. We have a couple open positions for a bilingual staff.

Cecilia Hurt, education director for Southern Oregon Head Start. We are excited to be opening a few more classrooms. Just finished our first round of child assessments. From here we look at the baseline data and focus on growth and goals for kiddos. We have lots of new teachers this year so we are focusing in on our professional development for new staff. Children are coming in at much lower levels in social-emotional development so we are looking to adjust curriculums and what afternoons look like. Providing more child led time, opened ended, highly engaging experiences. We are looking at the differences in our referrals, prepandemic to now.

Ceci Robe, school health program director for Rogue Community Health. We are fully staffed and they are in all of our clinics. We have expanded our behavioral health, mental health therapy services to all schools in District 9. They all have a full time, mental health therapist on campus.

Teresa Slater, systems facilitator for the South Oregon Early Learning Services Hub. My biggest update is getting the word out and letting people know that our Kaleidoscope Play and Learn parent/child play groups are back up and running. Full. We expanded and all 7 facilitators were up and running by October. We will be doing another training cohort of 10 new facilitators in January. By mid-February, early March, those groups will be up and running. We have groups in Grants Pass at the new Growing Together Community Center. We have them throughout Medford. We are definitely looking for new sites in both counties. There were 22 children at the group this past week at the Growing Together Community Center.

Danielle Jensen, family liaison for Medford School District. We are working with one of our partners, The Ivy School, to build a communications plan to push out for families of just the important of early learning, what early learning opportunities are available in the valley and what they can get from it. They don't know what they don't know. Another thing that we have been brainstorming, and welcome input on, is going back to having information at pediatricians' offices. So, besides milestones about development and nutrition, what about asking if there has been any engagement in community events, activities or early learning.

René: A couple of our workgroups have a teen parent partner workgroup in each county, also raising awareness with families in general, on what is available. Using health care providers as an under resourced avenue to reach families is really critical. We have hundreds of teen parents in our two counties, but very few identifiable as receiving services. Most of them do get prenatal care and most of them take their children to a pediatrician at least periodically. In our research with our health care providers, they are understaffed. They would like to share information but they don't have time to learned what all the resources are. So, these work groups are working on the best ways to get information to doctors' offices. I will bring this work to our different committees to see who might want to chime in and participate. To determine the best repository of this information. Is it a QR code, that goes to a designated website, who would maintain that website. We are still trying to work that out.

Younghee Kim, presenting Southern Oregon University. We are providing more of the direct support in professional development for teachers, staff and parents, as well as our future leaders in child development in our students. We provide our Bachelors and Masters programs, as well as Saturday workshops, both virtually and in person. Just recently started working closely with SOESD looking to see how we can better support teachers and staff in Kindergarten and early learning positions to promote the science of early literacy. We are at the beginning of another new biennium of the Southern Oregon Early Learning Professional Development Consortium grant. Eileen Micke-Johnson at RCC has taken a lead on the partnership going on with four community colleges, including RCC, UCC, SOCC, and Klamath Falls. We will continue that partnership for the next two years.

Eileen Micke-Johnson, Rogue Community College. As Younghee mentioned, I've been the coordinator for the Southern Oregon Early Learning Professional Development Consortium. We currently have 4 English speaking cohorts, 2 in each county, a beginning and intermediate level. And we have 3 Spanish speaking cohorts, a beginning, intermediate and advanced as well. We have a little over 100 students engaged in that. Our numbers are picking up again, although not quite at prepandemic numbers yet. We are back to about the same ratio of in person and online classes as we offered before. We are getting a lot of new folks in, getting more people hired.

René Brandon, director of the Southern Oregon Early Learning Hub. We are also hiring with a Preschool Promise expansion. I am looking for someone who is really enthusiastic to walk with families through that process, connect them with other resources in the community, and to work part time in Grants Pass at the new Growing Together Community Center. Please encourage anyone who you think might be interested to call me and we can chat about this great opportunity.

Teresa and I were able to attend a webinar last week from Leana Start, highlighting a school district in Mesquite, Texas, highlighting the several years that they have been going into this community wide effort "Read, Play, Talk". They have engaged all sectors. It came out of the school district recognizing that children were coming into kindergarten not ready for that experience, and wanting to know what they could do to change that. They don't have an early learning hub system so they started a grass roots system of engaging early learning programs, teachers in their school district, business owners, community-based organizations, several different ways that people can become involved. I really liked the idea that it is a campaign-based movement. We are looking to see how we can do something similar, kicking off in the new biennium as a restart commitment to early learning. We are excited to become more intentional in an effort like that, beyond what our what our scope of work might be. Finding something that every organization can find a thread that they could link into. More to come on this.

Toured Early Learning Map of Oregon (ELMO)

Shared the new resource: Early Learning Map of Oregon.

Website: <https://oregonearlylearning.com/PDGAssessment#ELMO>

This was a collaborative effort between the Early Learning Division, Portland State University and ODI, OSLC Developments, Inc. (Oregon Social Learning Center).

It could be used by schools, community or state agencies, early learning hubs, advocacy groups, many different groups. It can be viewed in many different ways such as counties, Early Learning Hubs, Child Care Resource & Referral Regions, elementary school catchment areas, and census tracts. You can zoom in or zoom out, however it

makes sense for the kind of data you are trying to learn about. If you are focused on a specific area that is lacking, you could look for an area who is doing well in that specific area, partner with them to learn more about how they are achieving that success and see if that could be replicated in our region.

The characteristics of the data are:

- Community & Family Characteristics
- Early Learning & Child Care Program Types, Quality and Capacity
- Early Learning Workforce Information
- School Readiness & School Success Indicators
- Other Support Services for Families
- Community Risk & Resiliency Factors

The map is not intended for families to use to get information about resources. It's a snapshot in time and should not be used to share information with families about what's available in child care in a region.

When you click on the map feature, it can be a little overwhelming. So, click on one layer at a time. If you hover over a specific county, the information will appear. Keep in mind that some of the data points are not apples to apples. At times it could be 0-5 years and another data point is 0-6 years. You can also add a second layer of circle filter on. There is even a third level. It's only as good as the data that is put in it. Portland State University is inputting the data as it comes available. Some of the data is from the 2018-19 school year. So, you may be looking at some data points from the 2022 census data, and some of the data points may not match up in terms of dates. Once all of the data is updated, this could be a very useful tool for a lot of programs, whether we're trying to answer some questions for our region or we are trying to raise awareness out in the community, it could be a tool that is really helpful in different ways.

Future Meeting Format

A reminder that starting in the new year, we will start our new book study, *The Conversation* by Robert Livingston. If you have not received the book in the format you prefer, please email us so that we can get it to you soon. Last year we focused on *Belonging Through a Culture of Dignity*. If you do not have a copy and would like one, please let us know and we will one to you.

Because of the study we did in that book, we will be issuing a climate survey to early learning providers across Jackson and Josephine Counties. It could be teachers, teacher aids, cooks, office staff, anyone working in an early learning environment, to gauge their sense of belonging and inclusion in the work that they do. One of the premises of this book was that you need to start with that sense of belonging. We decided that we wanted to start finding out if our staff had a sense of belonging, then work towards if families have a sense of belonging within that early learning program. As we were doing our reading and planning, the K-12 system, through ESD has also been doing their own study, now in their second year of serving all K-12 staff in a similar survey. Once we conduct ours, we will have an early learning through K-12 analysis of how well our workforce feels they belong in the place they are working. From that data we are hoping to be able to suggest strategies that program can try to increase those feelings of inclusion and belonging with their employees as a baseline for improvement.

Overview: In 2023, we are going to dive into *The Conversation*. René shared a slide of the book's P-R-E-S-S framework: **Problem Awareness, Root Cause**

Analysis, Empathy, Strategy, Sacrifice. As well as it's three component parts: Condition, Concern, Correction.

Goal: Complete the book in 2023.

Pace: Read 2-3 chapters before each meeting – 15 chapters: 6 meetings. About 50 pages per meeting.

Generic Monthly Agenda: Updates, Data and Survey Work, Book Study

2023 Meeting Schedule: February 6, April 3, June 5, August 7, October 2, December 4.

The book study part of meetings will include:

- Watching a short clip from Robert Livingston's presentations.
- Review a slide recap of the chapters
- Come prepared to share your thoughts on your reading:
 - What resonated with you?
 - What was difficult to hear?
 - What motivated you?
 - What will you do about what you have learned so far?

If you think of someone else who would benefit from being a member of this group, please reach out to me. There is always room for more.

Next Meeting:
February 6, 2023