

Report of the Preschool Workforce Development Council October Minutes

The Preschool Workforce Development Council met on Tuesday, October 20, 2020, virtually through BlueJeans at 4:30 pm.

ATTENDEES

Preschool Workforce Development Council Members

Clement Tsao, NAACP (Chair); Kim Ginn, 4C for Children; Robert Ehram, MARC; Laura Saylor, Mount Saint Joseph University; Holly McArthur, Cincinnati State; Kathleen Bryan, University of Cincinnati

Others

Laura Sanregret, CPP board member, Chara Fischer-Jackson, Cincinnati Preschool Promise CEO; Lisa Garofalo, Community Member;

SUMMARY OF ACTIVITIES

The meeting was called to order at 4:35 pm.

Welcome by Clement Tsao with Sunshine Law disclaimer and explanation of chatbox.

Overview of the Charter was presented by Laura Sanregret.

Areas of the charter put up the highlights

Monitor teacher salaries through CPP.

Monitor Quality Improvement to Tuition Assistance through CPP monthly will be submitted with the minutes.

Receive documentation of retention of staff from CPP

Establish and maintain a process for workforce due process and compliance support.

Report to CPS and CPP instances of non-compliance.

Coordinate with CPP and CPS ECE relevant professional development offerings for providers.

Design and implement a mentorship program to pair community providers with licensed educators or retirees. Discuss the mentorship program in the near future. Right now may be hard.

Support the pipeline for teachers both in the community and for CPS.
Laura is doing this with the CDA program.

Pursue funding sources to support aspiring educators.

Clement asked if board members or board committees have sent feedback about the charter. Laura posed that the board is focused on live instruction. Vera Brooks suggested we begin asking the board committees of SAC and Finance to look at our charter. Bob asked if they will affirm the charter. Laura said that they have approved the charter in 2019 but will go back to see if any other changes needed to be made.

ACTION ITEM: Laura will send minutes and charter to SAC and Finance to have them review and see if they feel we need to change anything.

Budget

Community-based provider PD budget is \$66,240.

Bob asked what happened about the 2019-2020 budget? Do we know what happened with the budget from last year? Laura will go back and bring the budget from 2019-2020 to the next meeting.

There is \$5,000 for an extended time, copies, etc.

There are 100 hours in the budget for overtime of the facilitator.

The stipend for the job of a facilitator of \$6500 is there.

Bob asked how this was developed? Laura responded that this is the budget she was given in Early 2020 and the beginning of the year.

Bob said it was not exactly what was given in February.

Vera asked where it was from and Laura responded that it came from the Early Childhood office. It was discussed in February but not firmed up.

Vera and Laura will meet to bring finite numbers. Clement asked about the 100 hours and fringes. Laura responded that it is a place holder. Vera wanted to know if we can distribute it prior to the next meeting. Clement, Bob, and Kim Ginn agreed.

Action Item: Vera and Laura will meet about the budget and Laura will bring the 2019-2020 budget.

CPP Update

Troubleshooting all day now up and running.

Chara reviewed year 3 results.

Teacher Promise grants supported 57 teachers at 29 sites.

80% retention rate was achieved for the grant-funded teachers.

Twenty-nine providers reached high quality and converted to Tuition Assistance which is an 82% success rate.

Collection of teacher salaries at Tuition Assistance sites quarterly will start in November.

There will be 70 professional development sessions.

Staff support for Quality improvement providers at \$3,000 per lead teacher for 0-2 star centers to enhance retention.

The new Teacher promise Grant customized for each teacher up to \$4,000.

More teachers are joining and the amount was doubled. The stipend is customized to support teachers and their cliff effect.

Goals for the 20-21 school year

Expand and support high-quality preschool opportunities.

Work with WFDC to support the pipeline for teachers.

Vera said it is a joy to work with Chara and CPP. A shared vision was developed.

Additional concerns

Both the old and new budgets will be shared at the next meeting.

Clement asked how is COVID impacting the work especially the workforce

side? What could we do? Kim responded that there was a teacher

shortage prior to COVID. Providers shut down in March. To reopen

providers had to get a temporary pandemic license and could only service

essential workers. That lasted until May 30. On May 31 programs could

reopen with reduced ratios. A month or so later the ratios could increase or

stay as they were with state monetary support. Group of the three major

programs that employ providers (CAA, Learning Grove, and YMCA) had

160 positions open. Families were on waiting lists due to the lack of staff,

not space. A job board was created by 4C for Children. Within two weeks

there were over 200 postings. What are the private center ratios?

1:12 3-year-olds 1:14 4-year-olds May 1 it was 1:9 could not double. Now exposing more families. Kathleen Bryan discussed a marketing campaign about the elevation of the Early Childhood field. Asked faculty members to be invested and support the field. Chara said CPP is relying on that group and 4C for Children. Some providers are at risk to stay open due to lacking staff. CPP is trying to step up to attract those teachers. Laura Saylor said that freshman class for education is down 50% and we already have a teacher shortage. She is waiting for the actual data (heard it at a conference). Teacher preparation was not ready for the new ways of learning. Kathleen has a suggestion that centers have an issue with policies regarding COVID. What is WFDC's obligation or role to centers and administrators? CPP has created or joined with others where forms were developed. Policies are not provided for them. Question from Lisa Garofalo asked if the district was having trouble with staffing. Vera responded that the district has various COVID leaves available to staff. Covering those are harder and gaining nap aids is hard.

Motion to adjourn was made by Bob and Kim seconded.

Meeting Adjourned at 5:12.