



## Workgroup: Staff Retention Meeting Notes

Date: October 10, 2023 (12:30pm)

### Attendees:

Council members present: Annmarie Toldo, Lynn Momberger

Council members absent: Bridget Dencker, Esther Lodge, Hillary Cook-Harris, Jonelle Insko, Mary E Kelley, Maurice A. West, Sara Lynn Svetich, Shannon Scheffel, Stephanie Brock, Sue Wilson, Taylor Macklin

### Notes:

- Icebreaker
- Review Group Agreements
- Review recommendations selected by Councils:
  - Workgroup 1 Recommendation: Transportation
  - Workgroup 2 Recommendation: Staff Retention
  
- Review of qualitative and quantitative data within Early Childhood Regional Needs Assessment
- Review SMART Goals in regard to Staff Retention
  - SMART Feedback:
    - “Staff retention investment varies from place to place.”
    - Question to answer: What is the staffing need?
    - Increase workforce with ECEC education, incentivize current teachers to stay in ECEC.
    - Retention issues in all facets of EC (i.e., center based care, home based care, early intervention, etc.)
    - What is needed for policy makers to implement a compensation plan for all EC providers?
    - Determine capacity based on slots/children who need ECEC.
    - Other resources available: Sunshine, CCR&R, child care providers, IECAM, staffing agencies, etc.
  
- Barriers to meeting the goal:
  - Time
  - Council member availability
  - Need to pivot, based on information learned
  - Resistance from community or organizations
  
- Solutions to barriers:
  - More meeting options or space to discuss, learn, and participate
  - Use polls, surveys, alternative communication methods
  - Trust the SMART process



### Before next meeting...

- Will receive calendar holds for each workgroup, may attend both (or at least one)
- In addition to workgroup meetings, we will schedule four all-member meetings. The purpose will be to increase all member knowledge, via a schedule speaker, for example, or simply an opportunity to attend an event together to strengthen our relationship with each other.
- Next Retention workgroup: November 14<sup>th</sup> (will review Action items 7-9)