



## MEETING NOTES

### Region 3 Action Council Meeting

Date & Time: 02/06/2023, 1:00pm-2:30pm

Council Members Present: Paula White, Megan Harley, Jamie Nichols, Meghan Rewers, Shannon Gelsing, Beth Wise, Kevin Bushur

Council Members Absent: Sadie Ruholl, Carla Holtz, Natalie Repking, Ashley Harmon, Jessica Green

#### 1:00pm: Welcome & Icebreaker

#### 1:15pm: Early Childhood Education and Care Discussion

Notes:

- The "Big Ask" – If you were writing the future of ECEC, what would it look like?
- Directors – reviewed demographic graphs
  - What data is missing – what do you want to know?
    - How close to retirement are directors? Who's coming in to replace? What does that mean for the education data?
      - Can't fill teaching staff right now – will directors be the next crisis?
        - Creating high school programs that will get graduates an associate degree in ECEC or at least be able to be an aid in a classroom upon graduation with a level 1 Gateways credential
        - Diminishes the credibility of the profession by only providing minimum wage but require training/schooling
      - Succession planning – who is being trained to take over leaving Directors?
        - Early Childhood knowledge or experience – a degree doesn't equal experience
        - The Minority is Hispanic/Latin
    - Directors Credential – what's the catch? Why don't more directors have it?
      - People don't know about it – not advertised
        - Seems unattainable



- Complicated process – daunting
- Accelerate Level – credential is required
  - Gets an add-on for CCAP
- If you're already working in the field – you can apply through Gateways
  - Some people get it in conjunction with their degree
- Great Start Wage Supplement
  - Incentive to get credential
- Salaries
  - Reviewed 2017 vs. Illinois Cost Model Recommended
    - Data is outdated but average seems to be incredibly high for our region.
    - School district salaries may be pushing the average way above the norm.
  - Teenage babysitters are making more per hour on the weekend that qualified staff are in centers and schools.
- Licensed Family Childcare
  - Highest Level of Education
    - Only high school diploma required for licensure
  - Race
    - The minority is Black/African-American

Next Steps: advised members to email if they have any additional thoughts or ideas on these topics.

### **2:00pm: A Perfect World**

Notes: discussed what members would like to see for the future of ECEC in our Region; discussed companies in our Region that employ large numbers of people

- Prisons (local and federal)
- Hospital
- Peerless
- Sherwin Williams
- Waupaca
- Flex-N-Gate
- Con-Agra
- Irwin Seeding
- Octochem
- Patterson



- Stevens

Next Steps: members to email if they have any additional thoughts or ideas on these topics

### **2:00pm: Pencil Me In**

Notes: discussed upcoming focus groups; members to share flyers with workplace/families/community

Decisions Made: attach Focus Group flyers to follow email with meeting minutes (include online consent link). Email Powerpoint to absent members with the minutes and a we missed you letter.

### **2:30pm: Adjourn**

### **Next Meeting**

Date: March 6, 2023

Time: 1:00pm

Location: Zoom