



MEETING NOTES

Region 41 Action Council Meeting

Date & Time: 03/09/2023, 12:30pm-2:30pm

Action Council Members present: Barbara Corby, Aimee Villet, Wendy Phillips, Veneta Wadlow, Michelle Wright, Kristy Smiley, Lauren Jacobs, Kyra Lakin, Christine Coleman, Heidi Elliott, Esther Beard, Wendy Phillips

Action Council absent: Terri Mussatto, Kristy Smiley, Donna Dixon, Amy Knackstedt, Amber Mezo, Timothy Rhymer

12:30pm Welcome, Women's History Month & National Reading Month Group Activity (10min)

Notes:

- Council members shared who impacted their lives and/or their favorite book.
- Council members and Region 41 team introductions completed.

Decisions Made: N/A

Next Steps: N/A

12:40pm Community Agreements, Meeting Roles (5min)

Notes:

- Community Agreements reviewed; no amendments made. Meeting roles established.

Decisions Made: Time Keeper and Parking Lot Attendant chosen

Next Steps: N/A

12:45pm Workforce Development (35min)

Notes:

- The Early Childhood Education and Care workforce was the focus of our conversation. Council members discussed how well and in what ways our approach to preparing, supporting, and retaining a quality Early Childhood Education and Care workforce serves children and families.
- Council members reviewed and discussed the following Data: Statewide Compensation, Madison County Early Childhood positions, Median Child Care Center Hourly Wages By Position, Median Annual Wage, Teachers Compensation, Race and Ethnicity of the children living in Madison County,



Race and Ethnicity of the teachers in the County, Household Languages, and Teacher Languages.

Decisions Made: Pay is inequitable compared to other professions. Pay is inequitable in the teacher profession and dependent on who you work for. Benefits and other compensation vary drastically depending on the kind of program in which you work. For the most part, the data tells us that the race and ethnicity of the households match the race and ethnicity of the teachers. However, there are notable differences in individual Districts and childcares. We suspect that there are more children speaking Spanish and other dialects that are not included in the household numbers.

Next Steps: N/A

1:20 Break (5min)

1:25pm Workforce Development (35min)

Notes: In small groups, Council members discussed the data analyzing the following:

- what role compensation plays in the workforce,
- demographic data,
- the role that policy, procedure, and practices play in staff recruitment and retention, and
- current initiatives that support staff recruitment and retention

Decisions Made: N/A

Next Steps: N/A

2:00pm Share Out (20min)

Notes:

- Staff need a livable wage including benefit packages. Some staff decline benefits and an increased salary due to caps on CCAP and other funding that they would lose out on.
- Some administrators are attempting to reach out to the community they serve for employment. In some cases, this would increase staff diversity and match household ethnicity, race, and language with student ethnicity, race, and language. The students enrolled in Early Childhood are mostly white.
- Staff are leaving the field shortly after they enter due to expectations not matching the reality of the career.
- Background checks can take a long time causing a delay for teachers to be in the classrooms.

Decisions Made: We need town/community specific data to analyze.

Next Steps: N/A



2:20pm Upcoming Events (5min)

- Ribbon cutting is coming soon at Step by Step's new facility.
- Family Resource Fair on April 1, 2023. Flyer posted.

Decisions Made: We need town/community specific data to further analyze community specific ethnicity/race/language equity.

Next Steps: N/A

2:25pm Final Thoughts (5min)

Notes:

- Thanks to all Council members for their time, support, and dedication.

Decisions Made: N/A

Next Steps: N/A

Next Meeting

Thursday, March 23, 2023, from 12:30pm to 2:30pm

2:30pm Adjourn