



MEETING NOTES

Region 19 Family Council Meeting

Location: Zoom

Date & Time: Tuesday, March 14, 2023 from 6:00pm to 8:00pm

6:00pm: Welcome Family Council Members, Review of Family Council Community Agreement (15 minutes)

Notes:

- Dena Chapman, Family & Community Engagement Manager for Birth to Five Illinois joined our meeting for observation purposes.
- Overview of Family Council Community Agreement and Courageous Conversations Agreement.

Decisions made: N/A

Next Steps: N/A

6:15pm: Ice Breaker (20 minutes)

Notes:

- Geico Insurance Commercial
- Family Council members shared stories regarding who their favorite teacher was and why.

Decisions made: N/A

Next Steps: N/A

6:35pm: DuPage Early Childhood Education and Care Workforce, Data and Discussion (68 minutes)

Notes:

- Overview of educational requirements for early childhood education and care (ECEC) staff.
- Interactive Activity
 - Family Council members chose what educational requirements were important for them to have in ECEC staff.
 - Activity demonstrated that it was very important for families to have their child in a center where ECEC staff have certifications/licenses.
- Conversation regarding why it is important to have educational requirements for ECEC staff.



- Overall applicable knowledge in child development is necessary and important for there to be trust.
 - To provide culturally sensitive connections with families.
- Overview of ECEC Wages and Benefits
 - Family Council members were surprised seeing the wages of ECEC staff.
 - Grocery stores are paying around the same wages.
 - Some restaurants are paying their employees up to \$20 an hour.
 - Family Council member expressed it's hard to make a living with such a low salary. Mostly for families that need child care themselves and for single parents.
 - ECEC staff and the field itself is taken for granted.
 - Numbers explain why there is a big turnover rate in staff and the staffing shortage.
- Turnover information and data from 2021 Salary and Staffing survey of Licensed and Child Care Facilities.
 - Examples of job postings currently available in DuPage County, their salary and how long the job posting have been available.
- Conversation regarding thoughts on the wages for ECEC staff.
- Discussion around the turnover in the child care field.
 - Thoughts around if there will be enough teachers and staff for their children at the beginning of the school year.
 - Teacher's name being "TBD" on classroom rosters.
 - The want to have someone stable in children's education.
 - Recession in the previous years also had a big impact on the ECEC and educational field.
 - Classroom teachers are usually always present but there is a lot of turnover for assistant teachers.
 - Bigger impact was felt after the pandemic.
 - Pandemic has changed so many aspects of the field.
 - Staff leaving the field after almost 20 years due to the environment and settings of child care centers.
- Data overview regarding Race and Ethnicity representation in Early Childhood Education and Care (ECEC).
- Conversations regarding what representations family council members have seen or would like to see in their child's center/school.



- Family Council member expressed her current child care center is diverse, but it has not been like that in other centers.
- As an employee working in DuPage County diversity was not represented in the centers she worked at.
 - Diversity matters in a center.
- Data presented does not reflect the Family Council members individual experiences when it comes to diversity in their programs.
- Cultural differences and lack of diverse teaching staff have led to miscommunication.
- Schools in Illinois that have partnered with Illinois Network of Child Care Resource and Referral agencies to offer child development as part of their curriculum where students can come out with early childhood credentials.
- The state of Illinois is also providing scholarships for employees working in a licensed program to obtain their 2 or 4 year degree.
- Conversations regarding what Family Council members would like the educational attainment and staff in ECEC centers to look like.
 - Professionalism
 - Cultural competence
 - Supported and Valued
 - Educated
 - Parent connections
 - Mindful and sensitive to diverse populations
- More recommendations can be found in the Jamboard located in our Google Folder.

Decisions made: N/A

Next Steps: N/A

7:43pm: Questions? (8 minutes)

Notes:

- Regional Scan Updates
 - Regional Scan will be released in June 2023
- Next meeting will focus on additional feedback from Parent and Caregiver Engagement.
- In April we are looking at recommendations, strengths and needs.



- Both systemically in Illinois and in the County.
- In May we will be sharing our Regional Scan with all Family Council members to receive final feedback.
- During the summer time we will be switching to one meeting a month.
- If you are interested in sharing our Regional Scan or hosting a presentation, please reach out to a Region 19 team member.

Decisions made: N/A

Next Steps: N/A

Follow-up/Next Steps:

Next Meeting Date: March 28, 2023, from 6:00-8:00 pm