



MEETING NOTES

Region 3 Family Council Meeting

Date & Time: 02/27/23, 5:00pm-7:00pm

Council Members Present: Bethany Radcliffe, Kelsey Richardson, Fawn Terwilliger, Brittany Smith, Kristen Kelley, Alicia Logue, Shelby Funneman
Council Members Absent: Kelsi Thompson, Judith Hopkins

5:00pm: Welcome & Review of Community Agreements

Notes: reviews community agreements with new and current members; noted which members needed the stipend forms mailed to them.

5:20pm: Early Childhood Education and Care Workforce Review and Discussion

Notes:

- Poll – Do you feel that your child(ren) is receiving quality care?
 - Yes – 4
 - Staff is supportive and helpful overall – not only in things related to education
 - Daycare center helped parent get connected to outside resources
 - Parent had half and half good and bad experiences (inconsistent) i.e. child would be used to a specific teacher and when that teacher was out it would cause disruption to that child
 - No – 2
 - Mental health/behavioral problems – child was kicked out the program and the parents received zero support
 - There aren't very many male teacher role models for children
 - There is a high turnover – no consistency in care providers
 - A child who is three years old has had six different daycare settings due to turnovers and closures
 - Not a lot of education required in the ECEC field which can be detrimental when teaching specific things – lack of trauma informed care
 - Required courses are very basic – not exactly 'professional development'



- Babysitting and being in classroom every day are not the same things
 - Behavioral diversity and cultural diversity
- Jamboard - What do you consider to be quality child care?
 - Caring about the kids – it’s not just a job
 - Reliable
 - Trustworthy
 - Trauma-informed care
 - Mental/emotional health supports in place
 - Flexibility
 - Supportive of different learning styles – encouraging environment
 - Good communication with parents
 - Responsive not reactive
- Why is it difficult to keep staff in ECEC?
 - Administration is unsupportive – unrealistic expectations of staff
 - Low pay
 - More and more demands placed on staff
- What is making ECEC staff stay?
 - Students
- Data – reviewed demographics for directors, teachers, and family child care providers
 - Is the workforce representative of the communities they serve?
 - Yes
 - Reviewed education of directors, teachers, and family child care providers
 - Council members were shocked that there were not more directors with a master’s degree or higher
 - Should be required to take psychology courses or something similar to better prepare for the diversity of children, parents, and situations a director would be in contact with
 - Reviewed salaries for directors, teachers, and family child care providers
 - PI/PFA site directors make more money possibly because most school districts latch onto those programs and have the availability to provide more pay and benefits
- Recommendations
 - Good support staff



- More pay and benefits
- Better staff-to-child ratios
- More support for administration
- Additional stipends for those seeking additional education
- Long term retention bonuses

Decisions Made: N/A

Next Steps: reviewed Family Council's role in the Regional Scan and encouraged members to reach out if they thought of any other recommendations or suggestions

6:50pm: Review Next Meeting Time and Location

Notes: notified members of next meeting time

Decisions Made: asked members to notify Birth to Five staff if they are unable to attend

Next Steps: N/A

7:00pm: Adjourn

Notes: Reminder for stipend forms to be filled out and returned to Katie.

Decisions made: N/A

Next Steps: Stipend checks mailed to those who requested and attendance raffle basket delivered to Alicia Logue.

Next Meeting

Date: March 13, 2023

Time: 5:00pm

Location: Zoom