

Action & Family Council Members.

Workgroup 1 Thursday, October 19, 2023, 4:30 - 6:30 pm.

Workgroup 2 Monday, October 23, 2023, 9:30 – 11:30 am.

Workgroup 1 Council members present: Melissa Breeden, Judy Englebrect, Lisa Hood, Miranda Lin, Meshia Nelson, Lakeesha Smith, Jackie Sweat, and Samina Yousuf.

Workgroup 2 Council members present: Aline Cazarez, Debra Honegger, Kadi Juris, Kris Pennington, Lakeesha Smith.

1. Introductions.
2. Group agreements.
  - a. To be focused on the vision of the workgroup.
  - b. Give everyone a voice/to share their opinions.
  - c. Focusing on what we can accomplish.
  - d. Agree to disagree in a kind manner.
  - e. Respecting different backgrounds means more ideas at the table.
3. Review of SMART goals.
  - a. [Short video on SMART goals](#) and the SMART goals handout.
4. Review of Council recommendations, why the recommendation was made, and data to support the recommendation.
5. What are the SMART goals that must be achieved to implement the recommendation?
  - a. **Workgroup 1 Recommendation: Identify opportunities for salaries and benefits that reflect the educational and training achievements of ECEC staff.**
    - i. Smart goal #1: In collaboration with Councils and early childhood stakeholders post at least 1 story/news item per quarter on social media to raise awareness about early childhood salary discrepancies compared to comparable fields.
    - ii. Smart goal #2: In collaboration with the Council and early childhood stakeholders track positions for (5) non-ECEC fields when comparing education and wage to the ECEC field through job search engines, anecdotal data, and interviews/surveys within 8 weeks.
  - b. **Workgroup 2 Recommendation: Identify opportunities for salaries and benefits that reflect the educational and training achievements of ECEC staff.**
    - i. **Smart goal #1:** In six months, identify at least 1 opportunity for salary increases per program type (community-based child care, family child care).
6. Next meeting: Work group 1 Nov 16, Work group 2 Nov 27.
  - Review information on the Action Plan located on Google Drive.