



Region 19 Workgroup #3 Meeting

Date & Time: October 18, 2023, 11:30 am to 1:30 pm.

Recommendation: An appreciation for the value of the ECEC workforce that provides equitable wages, mental health support, and obtainable professional development. Intentional solutions to address workforce shortages and retain qualified staff.

Notes

Start Time 11:30 am: Welcome (5 minutes).

Notes:

- Reviewed process for determining workgroup recommendation selection and meeting schedule.

Start Time 11:35 am: Goal Setting (60 minutes).

Notes:

- Participants were asked to consider the following:
 - What are our goals for achieving the recommendation?
 - Of these which are long term, and which are short term?
 - What can we do immediately to kick off the process of sustainable, systemic change?
- It was determined that the recommendation contained several components including:
 - Equitable Wages.
 - Includes benefits, such as but not limited to medical coverage, paid time off, and child care.
 - An in-depth understanding of the pay disparities within Region 19 is needed.
 - Mental Health Supports.
 - Defined as including both mental health supports for the children in care and the ECEC staff.
 - Obtainable Professional Development.
 - Make a distinction between academic/college degree programs and elective training opportunities/continuing education.
 - Compensation for professional development and incentives for education advancement are needed.
- The group determined that one of the first steps is bringing awareness of the problem to the community and families and building respect for the profession.
 - Need to address stigma around male ECEC staff.
 - A video was shared that is currently being used at College of DuPage for learning purposes: <https://youtu.be/krejcn2ivYU?si=iTrd1tKajE5sefb2>



Start Time 12:35 pm: Action Steps (50 minutes).

Notes:

- Participants were asked to consider what is already being done to address the recommendation and what are some ideas that can be implemented to address the recommendation for each of the following sub recommendations:
 - Embed reflective supervision practices into all aspects of ECEC, with opportunities to engage in mental health and well-being supports.
 - Expand teaching staff regulatory qualifications across all environments to give credit for proven competencies and work experience.
 - It was noted that this sub recommendation requires state level systems and/or policy change.
 - Proactively address staffing transition plans at an organizational level to ensure a continuum of care, including the development of region-specific substitute staffing pools.
 - Increased state funding to support educational advancement and compensation for the early childhood workforce.
 - It was noted that this sub recommendation requires state level systems and/or policy change.
- The group also discussed additional considerations on what is needed to move forward with formulating action steps:
 - Explore how other major systems change takes place.
 - Additional advocacy groups or professional associations that need to be included.
 - Consider how the current system for public education can be used as a guide.
 - What does the current workforce see as “ideal”?
 - Funding is a major barrier/factor.

Start Time 1:25 pm: Next Steps (5 minutes).

Notes:

- The Jamboard and notes will be shared with the full workgroup.
- Communication will be sent prior to the next meeting to narrow down goals and action steps.

Next meeting:

Workgroup #3: Monday, October 30, 2023, 11:30 am to 1:30 pm.

Full Action Council: Wednesday, November 1, 2023, 2:00 to 4:00 pm.