



[Action Plan Workgroups Summary](#)

October 19, 2023.

Attendees

Workgroup 1 present: Tracie Sampson, Tiffani Saunders, Jamar Scott, Connie Shuggart, Savannah Wilken, Ashley Reynolds, Katie Estes, Jaylashawn Dildy, Harold Pursey, Mindy Parks, Megan Loberg-Simmering, Antoinette Bidlingmaier, Lissett Felix, and Laurie Rhoades.

Agenda

1. SMART goals
 - a. SMART goals are important to our work because they break down the steps to implementing recommendations into small, manageable pieces
 - b. This allows for more community buy-in and gives us all the ability to adjust our goals and the steps to reaching those goals if something doesn't work or is accomplished ahead of schedule
 - c. SMART goals for recommendations are rooted in the data and findings from the Early Childhood Regional Needs Assessment
2. Recommendations
 - a. Workgroup 1 Recommendation: Increase capacity in ECEC programs caring for children from birth through age five by using workforce recruiters in high schools and mentors in ECEC programs to keep the ECEC staff connected to scholarships and grant opportunities. Region 51 is experiencing a staff and teacher shortage which is preventing programs from operating at full capacity or expanding to meet community needs. Staff turnover is a big contributor to the workforce shortage, and it remains a concern among community members in both Sangamon and Menard Counties. Region 51 wants to focus on a pipeline from our High Schools, our Career Center, our CCR&R, and Community College to ensure our High Schoolers are entering the Early Childhood Workforce.
3. What are the goals that must be achieved to implement the recommendation?

The workgroups met to discuss this question and began to fill out a matrix that included a list of SMART goals, a list of steps needed to achieve each goal, and a timeframe for accomplishing the goals. Below is a summary of some of the most important goals discussed during the workgroup meetings.

- a. Workgroup 1 Recommendation: Increase capacity in ECEC programs caring for children from birth through age five by using workforce recruiters in high schools and mentors in ECEC programs to keep the ECEC staff connected to



scholarships and grant opportunities. Two of the biggest goals that must be achieved are to connect Capital Area Career Center (CCAC) to Lincoln Land Community College, Community Child Care Connection (CCR&R), Department of Child and Family Services (DCFS), and local Child Care programs to create an Early Childhood Education and Care Workforce pipeline. Additionally, to understand the recruiting process in our Region we need to connect with Lincoln Land Community Colleges recruiters, the post-secondary coaches in the school districts in 186, the CCR&R's navigators, and CCAC's recruiter and to relay the crisis of the ECEC Workforce. This will allow our Council members, Birth to Five Illinois: Region 51, families, and Junior/Senior High School students to better understand the challenges and barriers the Region is facing related to our Early Childhood Workforce.

4. Community member, agency/organization, caregiver share-out
 - a. Workgroup 1 reflected on what was shared in the last council meeting when a guest speaker from CACC presented and how it pertained to this workgroup meeting. The instructor shared out their experiences and challenges with educating the High School students and using the Preschool lab with it not being at full capacity. The biggest takeaways from the discussion:
 - i. The goal of bringing in CCR&R to help with the Child Development Accreditation (CDA). This was developed based on how CACC was looking to help their High School students do more hands-on work with the Senior Year students.
 - ii. Engage with a survey to determine what Child Care programs would be willing to take Interns. This would not only help CACC but all Junior/Senior High Schools in our Region to get students excited about ECEC and help Child Care programs fill vacancies that are currently open.
 - iii. With no funding needed, help recruit for their Preschool lab AM and PM sessions for ages 3 to 5 year olds by using word of mouth, social media, email-blast, local churches, and flyers in targeted areas in the area.

Before the next meeting...

- November's Speaker will be Kayla Miller from Community Child Care Connection.
- Workgroup Dates:
 - Recommendation Two — Thursday, November 16, 6:00pm – 8:00pm.
 - Recommendation Three — Thursday, December 7, 6:00pm – 8:00pm.
 - All Recommendations — Thursday, January 18, 6:00pm – 8:00pm.