



Region 19 Workgroup #3 Meeting

Date & Time: December 15, 2023, 11:00 am – 1:00pm.

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 11:00am: Welcome (5 minutes).

Notes:

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

Start Time 11:05am: SMART Goal Discussion: Fine Tuning Action Steps and Key Aspects (90 minutes).

Notes:

- Participants were asked to consider and brainstorm fine-tuning SMART goals for the recommendation:
 - Connect with local unions with an initial goal of increasing starting wage for ECEC workers. More likely to have action taken to amend a currently existing statute vs. starting something from scratch.
 - Completing grant applications for DuPage Foundation for mental health resources for ECEC workers and the children in their care. One grant is due in April, the other is TBD. Grant deliverable achieved within timeline = success.
 - Establish a county wide recruitment project focusing on high schools, colleges, etc. to encourage a career path in ECEC and to invest in students/workforce at an earlier starting point as well as investing in Child Development Instructors.
 - Connect with family child care providers, particularly those who offer care during 2nd and 3rd shift times to offer additional slots.
 - Connect with ECEC staff who leave the field and track any patterns discovered within six months with the goal of seeing a 20% decrease in turnover one year after launch.
 - Create a pool of qualified substitute teachers for ECEC with at least 10 subs



per township.

- Qualifying substitute teachers at the elementary level to also cover ECEC.

Start Time 12:55pm: Next Steps (5 minutes).

Notes:

- Spreadsheet of SMART goals and notes to be shared with members of the workgroup.
- Valerie to review, fine tune and prepare report to be send to Communications Team for review.

Next meeting:

Workgroup #3: Friday, January 12, 2024 11:00 am-1:00 pm

Full Action Council: Wednesday, January 24, 2024 2:00pm-4:00pm.

Full Family Council: Thursday, January 25, 2024 6:00pm-8:00pm.