



## WFPD Committee Minutes

October 27, 2017

9:00 – 11:00 PM

Committee Charge: Develop recommendations and implementation plans to enhance NH's capacity for the recruitment, retention, advancement and support of qualified professionals across early childhood programs via education/training and credentialing.

Participants: Tessa McDonnell, Jaime Calcagni, Marianne Barter, Mark Vallone, Maria Doyle Kristin Barden, Pat Cantor, Jessica Greenlaw, Karen Thomas, Kristi Hart, Lisa Ranfos, Tricia Patten, Shannon Quinn, Claudette Mallory, Diane Bolduc,

Excused: Carol Garhart, Maureen Hickey, Pam Miller Sallet, Melissa Clement, Mary Ellen Schule.

Absent: Jessica Emond, Karyn Yeatman, Lisa Furman, Bagdat Caglar, Thom Linehan and Ginger Ross.

Welcome, Introductions, and Whip Share

Notes for September 22, 2017 meeting tabled, incomplete draft distributed

### Updates from Spark Council and other Committees

Spark Council: Mark reported that Kristin Booth has left the Child Development Bureau but is still working at DCYF, reorganization of the Bureau is under way. Moving forward on the State Systemic Improvement Plan.

Child Care Workforce Impact Project: Tessa shared that the project is seeking funding to survey child care directors and teachers to obtain workforce data. Attempting to identify strategies to address crisis in workforce vacancies and lack of qualified applicants. Some ideas being researched:

- Recruitment – new Americans, veterans, younger retirees, parents of enrolled children
- Retention- mentoring, benefits, compensation
- Alternative preparation – DOL Apprenticeship, CDA, high school career programs, TEACH scholarships
- Partnerships – Community Development Finance Authority- community block grants

Race and Equity Symposium sponsored by Endowment for Health, Oct. 16<sup>th</sup>. Also, pre-service and in-service training are available from the Office of Health Equity. Amy Parece-Grogan is the contact person for training

### Update from previous meeting

Collective Vision for NH – Early Childhood Education: Lisa Ranfos attended the Governor’s Symposium and summarized the August meeting. Bringing together a wide variety of constituencies to focus on early childhood priorities. Multiple priorities were identified, including workforce development. Committee indicated interest in contacting invited attendees to discuss ideas with us at our next meeting.

### **Discussion of current topics**

Strategic Goals Work Plan development – we re-visited our timeline and adjusted some dates to be more realistic. Need to continue this with the remaining strategies.

Discussed Effective Professional Development – coaching, mentoring, cohort groups. For this we will research evidence based practice and produce a position paper and a dissemination plan. Committee members who have indicated an interest in this are Pam Miller Sallett, Maria Doyle, Karen Thomas and Pat Cantor (so far...).

Started to look at the Goal to influence other groups to use the SPECCC. Will be continued.

### **Requests to other Committees/Council**

Communications and messaging? – Not yet.

Action Items and Meeting evaluation – not enough time!

Next meeting – changes due to holidays

**November 17, 2017**

2 Delta Drive, Concord, NH – 2<sup>nd</sup> Floor

**December meeting – December 15, 2017**