



WFPD Committee Minutes
December 15, 2017
Delta Dental – 2 Delta Drive, Concord

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.

Committee Chair: Tessa McDonnell

Present: Tessa McDonnell, Mary Ellen Schule, Maria Doyle, Kristi Hart, Jaime Calcagni; Kristi Hart, Tricia Patten, Peter Antal; Diane Bolduc.

Excused: Pat Cantor, Tracy Pond, Mark Vallone, Kristin Barden. Pam Miller Sallett, Claudette Mallory, Lisa Ranfos, Carol Mooney

Absent: Thom Linehan, Karyn Yeatman, Melissa Clement. Susan Osborne, Ginger Ross, Bagdat Calgar, Lisa Furman, Karen Thomas, Maureen Hickey

Approved notes for September 22 and October 27, 2017 meetings

Updates from Spark Council

- a. Debra Nelson is the new bureau chief for the newly formed "Child Development and Head Start Collaboration Bureau". She is working to draft a job description for the Assistant Bureau Chief.
- b. Joe Ribsom, Jr. is the new DCYF director and was at the council meeting. Chris Tappan who has been acting director is now Associate Commissioner of DHHS.

Update on Workforce Impact Project – They are seeking funding from both public and private sources to do a survey. An RFP for someone to do the survey will go out soon. All childcare teachers and directors will be surveyed. Topics of the survey will include: compensation, level of education, demographics, job satisfaction, career aspirations, etc. A similar survey was just completed in Coös County. The project is also looking at alternative pathways for gaining expertise to be an ECE professional and recruitment strategies including looking at new Americans, particularly when they can help enhance the degree to which the staff of a childcare center reflects the children cared for. Discussion at meeting about the Culturally Effective Organizations Framework website and toolkit that might support centers and organizations that are looking to become more diverse and responsive. A webinar was recently held by the Health and Equity Partnership and a recording will be available soon. The toolkit is available here: http://www.mchc-nh.org/wp-content/uploads/2017/12/MCHC_Culturally-Effective-Organization-Toolkit.pdf

Update from previous meeting

Collective Vision for NH – Early Childhood Education

At the same time that we were meeting the Governor was convening the Collective Vision for NH – we look forward to hearing more about this important and exciting gathering

Discussion of current topics

Strategic Goals Work Plan development – Effective professional development

Those present looked at a timeline of what is in our Committee’s strategic plan. Some goals have been worked on including Goals 1A, 2A and 3A. Also working on 1B. The plan is to break into subgroups during meetings, but it is expected that there will be work to do in between meetings as well. Today’s attendance was too small to begin this work today. The goal is for work on the strategic plan to be concluded in 18 months.

Peter Antal reported on evaluating the plan and reviewed what will we measure to evaluate whether the plan is being successful. Peter noted that evaluation should help initiative improve, identify measures of progress on broad goals – measures should be as simple as possible.

- c. Further discussion on goal 1A. Concerning increasing # of staff with EC credential. Jaime is doing a lot of this work and can report on her efforts to measure progress towards this goal. Group discussed whether it is necessary to be able to say whether progress can be attributed to the work done with a Workforce and Professional Development (WPD) Committee “hat” on – or whether broad progress can be counted no matter what hat one is wearing while working toward this goal. Since Spark is basically a collective impact and this committee has broad representation from those working on WPD for the EC community - it would be difficult to try to quantify progress this way. It was decided that further discussion is required about what measures should be used and what commitment is required to do the work that will be measured – and that this discussion should be ongoing.

- 1. Additional tasks for goal 1A include:

- a. Surveying Higher Education Institutions about whether credentialing is currently discussed – this will give us a baseline.
- b. Asking staff in programs how they are hearing about credentialing.

Discussion continued until end of meeting. Peter was invited to return to next meeting to continue discussion.

Requests to other Committees/Council

None at this time.

Action Items and Meeting evaluation

Submitted by Maria Doyle

Next meeting: January 26, 2018, 2 Delta Drive, Concord, NH – 2nd Floor