

WFPD Committee Minutes
Delta Dental
April 27, 2018

In attendance: Tessa McDonnell, Laura Milliken, Susan Norton (1st time – teaches at SNHU), Kristi Hart, Shannon Quinn, Lisa Ranfos, Claudette Mallory, Maria Doyle, Pat Cantor, Mary Ellen Schule, Tracy Pond

Excused: Mark Vallone, Melissa Clement, Maureen Hickey, Ginger Ross, Karyn Yeatman

Absent: Kristin Barden, Marianne Barter, Diane Bolduc, Jaime Calcagni, Lisa Furman, Carol Garhart, Tricia Patten, Pam Miller – Sallet, Karen Thomas

Kudos to BCDHSC for successful celebration

Minutes approved – with changes made today

Updates

Spark Council – agenda reviewed original executive order and how they may be reconfigured to be more effective – decision to be determined at a later meeting
EX – creation of an executive cabinet – more discussion is needed to determine any direction that might be taken

Pyramid model leadership – about a year of meeting – Pat represents higher ed on this group. Four components to this work - Leadership team, master cadre of coaches and TA, implementation and demonstration sites, and data/evaluation – to provide PD to teachers and future teachers on this evidence-based practices.

Leadership team working on creating solid infrastructure before moving on to the other 3 areas – to prevent isolated pockets and ensure it is implemented to fidelity
Looking at existing models within the state (Project Launch, special ed. preschools, etc.)

Grant available – ISOCIAL – goal to enhance PD statewide – fund up to 5 collaborative communities to be ISOCIAL communities to implement Pyramid Model in the community – there are tools to determine readiness for this as well
Info session next week – grant application due in June – school district must be involved in some way to get the grant

Higher ed programs are using these programs in some college curriculum – but not infused as a system yet

Early Childhood Workforce Impact project – funded TA grant through CCDF through BCDHSC to come up with strategies to address child care workforce crisis. In NH with such a low employment rate, it's hard for programs to find staff. Project is coming up with strategies to help address the issues.

Goals are compensation, recruitment and retention and alternative pathways for training and education.

Concluded first round of research – goal groups have presented their recommendations –

Three areas to move forward –

1. Compensation and benefits
 - a. QRIS – draft form that is currently on website – how to build in stipends in programs and individuals through this system
2. Benefits and wages– SELA – shared resources that programs buy into and receive benefits like reduced costs for utilities, phone, etc. (includes staff and their families)
3. Department of Labor apprenticeship program - 2 strands
 - a. Child care worker
 - b. Preschool teacher (not special ed) – we will pursue this strand – on the job training and skills

Hired with no experience and wages increase as they go through the program of education and experience – 18 months to 2-year commitment – also must commit to having a mentor for each person in program

Goal is to get funding for position to oversee program, money for stipends, and establishing cohorts of support for individual and mentors

Similar program launched in 2000 but was not sustained.

Forming new implementation groups in these three areas if anyone is interested – please let Tessa know

Fully funded to go forward with the workforce survey – from Endowment for Health, NH Charitable Foundation, and BCDHSC – 10 researchers have been identified for RFP proposal – hopeful to launch in June/July through random sample of participants across the state and types of programs

Questions will ask demographic and satisfaction topics – goal to be replicated every 2 years to see what the impact is over time

Other things we are considering

TEACH program – national program initiated by Sue Russell to create incentives for professional development and degree attainment.

EARLYEDU – Resource for curriculum in higher education

Work groups - last meeting reviewed timeframe to create goals

Improving professionalism of childcare workers – working with HE and credentialing in coursework

Title here may need to be changed – improving professionalization of child care

Jaime, Mary Ellen, Melissa, Maryanne, Tracy, Carol, Trish

Effective professional development – working on white paper statement about effective cross sector PD to share with others and hold a symposium

Lisa R, Maria, Karen T, Pat, Mark, Claudette, Kristi joins

Improving disseminating shared professional early childhood core competencies

(SPECCEC) – working on how to infuse these in child development courses offered – then to

see how other majors might include a child development course in preparation for working with children and families (EX – criminal justice)

Tessa, Karyn Y, Shannon joins

****Update** - No equity training will occur during our meetings in April and May

Next month – groups share out from groups

Tessa will send contact information for each group – each has a lead

May need to consider the work that is being done and the fact that not everyone is here each month – how to continue to work forward?

Idea – Adobe Connect or Zoom to reach out to one another in between meetings

Question - Any updates on the collective vision with the governor's office? – no update to report at this time

SPARKNH meeting with Governor's office – he is interested in QRIS and early childhood – he restored funding and passed Kindergarten

Other updates – family leave was sent to study committee

Voluntary services did pass out of committee and \$ for home visiting

Play based Kindergarten – questions about what this will look like

Submitted by Lisa Ranfos

Next meeting – May 18th (NOTE CHANGE) –

Granite State College

25 Hall Street

Concord, NH Room 103