



Attendees

Hanan Osman, Emily Rouge, Jillian Ritter, Stephan Viehweg, Jill (from Illinois), Erin Kissling, Dan Hodge, Heidi Stewart, Pat Clark, Amanda Lopez, Guests: Dr. Annie Alonzo and Dr. Kinonez (a Puerto Rico exchange program through IU Med School)

Key Topics Discussed

1. Introductions and Updates from the Members
 - IDOE is planning to launch a “Community of Principals with Preschool”.
 - Jillian shared that Dept. of Defense has some train-the-trainer curriculum around STEM that they might be able to share.
 - IAEYC is working to expand teacher scholarships (through a grant from ELI), a master teacher and a coaching credential.
 - In Jackson County, the Coalition has been investing in increasing the education level of preschool teachers (from CDA to AA and beyond)
 - At Ball State, they are working with ELI on a Master teacher.
2. ELAC Updates
 - Reviewed ELAC’s logic model and Institute for Coalition Building for context.
 - New 2016 ELAC Annual Report has been released.
3. 2016 Workgroup Work Plan
 - Dianna reviewed the work completed so far to set up the discussion for the future.
 - Amanda noted the changes in the work plan (shared via [Google Sheets](#)) and will finalize before the next meeting.
4. Primary Objective 1: Recruit, retain, and reward high quality early learning and out of school time workforce.
 - Used the “wheel” to think through this issue: What is the reason for why teachers leave or stay in the profession?
 - “Who is at the table”? Recommend adding the following key stakeholders to inform the work:
 - Business (employers invested in this area)/ HR perspective
 - Economist
 - IUPUI Labor Study School
 - Mayor’s Office – Matt Young
 - Nursing Profession
 - Workforce Investment Act Councils
 - Key questions to frame the data collection:
 - What is working well?
 - What changes exist?



- What could be better aligned?
 - What might be missing?
 - What are the leverage points and what can we influence?
 - What is the motivation for an individual to come to the field and/or leave the field?
 - What national research is available that answers the question?
 - What case studies are there in Indiana (with low attrition rates for example)?
 - This year will focus on answering the questions from national research and Indiana case study/ data.
 - Emily provided an update on her work with Ball State on research compensation studies.
 - Discussed looking at nursing pathway/ compensation. For example, Medicare legislation has included “pass throughs” for increased compensation for CNAs.
 - Some QRIS systems (i.e., Rhode Island) have embedded compensation in their standards.
 - In looking at the Transforming the Workforce (IOM) report, there are three components that look at recruitment and retention: Work Environment, Workplace Policies, and Compensation Parity
5. Primary Objective 2: Identify and close gaps in the early learning and out of school time workforce data
- Discussed the data that was collected over the past 1.5 years to understand the current supply and demand for the ECE workforce.
 - Dianna and Amanda shared the gaps with the data as displayed in the [ELAC Dashboard](#) and [Annual Report](#).
 - A subcommittee will form to address these gaps and work to improve our baseline understand and future needs regarding the workforce.
6. Forming Subcommittees for the Year
- A. Subcommittee on Recruit, Retain, and Reward High Quality Workforce: Hanan, Emily, Loretta, Jillian
 - B. Subcommittee on Workforce Data: Erin, Dan, and Heidi

Action Items

1. Project Support Team will finalize the work plan and logic model.
2. The next meeting will come back to summarize the focus and charge of the two subcommittees.
3. Come ready to make recommendations on individuals who we want to invite to help with the work in the subcommittees.

Next Meeting

Next Meeting: Thursday, April 14th | 1:00 – 3:00 pm | IAEYC