



Attendees

Joslyn Sullivan, Merry Juerling, Hanan Osman, Angie Tomlin, Dianna Wallace, Mike Tinsley, Kimberly Erler, Shannon Garrity, Beth Riedeman, Terri Kosik, Erin Kissling; *On phone:* Madeleine Baker, Debbie Taylor

Key Topics Discussed

A. ELAC and Other Updates

- The *Indiana Summit for Economic Development via Early Learning Coalitions* will be held on June 5, 2017 at the Monroe County Convention Center in Bloomington, Indiana. We are getting ready to launch the registration link on the ELAC website next week. This year, there will be a small registration fee of \$25.00 to cover food costs.
- A one-page overview summarizing all ELAC workgroup's priorities for 2017 has been posted in Wiggle, and/or available upon request.

(Workgroup broke out into subcommittees.)

1. **Workforce Data Subcommittee:** *Understand and identify the supply and demand of ECE pipeline.*

- Discussed the scope of work and potential deliverables.
- Reviewed the list of research questions compiled by this subcommittee last year and added additional data points recommended to be collected by the PD Registry.
 - Identified some data source issues and possible solutions.
 - All agreed on reaching out to Nicole with OECOSL for clarity on how this subcommittee could support the work of the PD Registry going forward and share what we have already done.
- Discussed who else should be around the table to support this work, including representatives from FSSA, ICHE, DWD and/or INK.
 - Those of us with contacts at these agencies agreed to reach out to gauge interest in joining the subcommittee.
 - Discussed who would be best suited to represent ELAC on the PD Registry Stakeholder Committee.

2. **Recruitment, Retention, Recognition Subcommittee:** *Identify recruitment, retention, and recognition strategies across ECE settings (case studies/ INK data request).*

- The group decided to initially focus on Retention as that could inform the other two components: Recruitment and Recognition. Key research questions to answer:
 - Why do staff stay?



- Why do staff leave?
- Data Available to Answer Research Questions:
 - (1) Quantitative Data
 - INK data will provide a quantitative snapshot of individuals who receive education to enter the field. Will have data to look at retention trends.
 - EEMG/ OMW evaluators may have collected some staff data about the pre-k classroom teachers.
 - (2) Qualitative Data
 - TEACH Data - Discussed the longitudinal data set of individuals who have gone through TEACH and contacting them (via survey or post card) to ask if they are still in the profession. If no/yes, then possible follow-up of questions.
 - Identify “successful” programs who have retained staff:
 - Need to define “success” for staff retention.
 - Ask licensing/registry consultants and coaches for the top 3 programs they would recommend have good staff retention.
 - Once successful programs are identified, workgroup discussed cross-walking their practices with research-based strategies to identify themes.
 - Discussed holding focus groups and interviews (pending capacity).
- 3. **PD Systems Review:** *Perform a system review of professional development currently available (create list of PD systems in the state/ identify the current state).*
 - Group discussed the desired outcomes and deliverables for this work:
 - Outcome: Highly effective ECE workforce
 - Deliverables:
 - System review of the professional development available for ECE professionals.
 - ECE Professional Development system alignment and connection.
 - Research questions:
 - What ECE professional development systems working well?
 - What ECE professional development systems need improvement?
 - Where are the ECE professional development gaps?
 - Identified groups (organizations/agencies/businesses) who need to be involved in the work.



- Debbie Taylor shared the process used in Delaware to develop and finalize their professional development system.
- Will invite the following representatives to next meeting:
 - First Steps – Christina Commons
 - IU – Michael Conn Powers
 - DOE – Career and Technical, CACFP and Other TA Centers

Action Items

Workforce Data Subcommittee:

1. Erin agreed to reach out to Nicole after Kyle shares the subcommittee meeting summary and list of research questions (to help inform data fields in PD Registry) and see if it is helpful and/or how else the subcommittee can support the work.
2. Those of us with contacts at ICHE and DWD agreed to reach out for new subcommittee members.
3. Will select a subcommittee member to represent ELAC on the PD Registry Stakeholder Committee at next meeting.

Recruitment, Retention, Recognition Subcommittee:

1. Kimberly agreed to follow-up with licensing and registered ministry consultants about soliciting their input for top 3 programs and check with the pre-k evaluators about staff data that might be available.
2. Emily agreed to follow-up with coaches about soliciting their input for top 3 programs.
3. Mike agreed to gather information from Six Sigma about qualitative analysis/theming.
4. Hanan agreed to share the Power to the Profession grant information via Wiggio.

PD Systems Review Subcommittee:

1. Committee will complete a review of the current ECE Professional Development systems available and identify opportunities to connect and strengthen ECE Professional Development systems.
2. Workgroup agreed to invite the following stakeholders to next meeting:
 - First Steps – Christina Commons
 - IU – Michael Conn Powers
 - DOE – Career and Technical, CACFP and Other TA Centers

Next Meeting

Thursday, May 11th 2017, 1:00 to 3:00 pm, IAEYC (Lower Level Conference Room)