



## Attendees

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Dianna Wallace, Mike Tinsley, Merry Juerling, Hanan Osman, Beth Reideman, Emily Rouge, Kimberly Erler, Krystal Robinson, Angie Tomlin, Kyle Wehmann, Amanda Lopez; *On-phone*: Debbie Taylor

## Key Topics Discussed

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### 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. An active registration link can be found at the top of the ELAC website home page. This year, there will be a small registration fee of \$25.00 to cover food costs.
- Please help us spread the word and encourage folks in your networks to attend this important event! Let them know that registration *prior to* the Summit is required.
- Amanda shared that federal and state legislative updates will be discussed each month at the ELAC meeting.
- Dianna shared about the TEACH Moving the Needle on Compensation Project. IAIEYC was one of five state teams chosen to address the education, compensation and retention issues facing the early education workforce in their states, and work to create and implement a strategic action plan to move the needle on compensation over the coming year. One lesson learned so far from other states is that changes to compensation occur at the city/county level, not federal or state.
- Discussed Power to the Profession (P2P), which is a national collaboration to develop a comprehensive set of professional guidelines for all who work in the early childhood field. Click [here](#) to inform the process, or [sign up](#) to receive updates that include opportunities to be a part of the conversation!

*(Workgroup broke out into subcommittees for majority of meeting.)*

### B. Subcommittee Updates

1. **Workforce Data Subcommittee:** *Understand and identify the supply and demand of ECE pipeline.*
  - Subcommittee plans to share a prioritized list of research questions highlighting missing workforce data points with Nicole at OECOSL to see if and how they could be captured by the voluntary Professional Development (PD) Registry System being developed.
  - Merry Juerling was nominated to represent ELAC on a PD Registry development committee and gladly accepted.
  - In June, the subcommittee wants to invite Nicole and other FSSA representatives to come talk more about the goals and priorities of the PD Registry,



the timeline, and other workforce data collection possibilities within all of the OECOSL systems.

- In July, the subcommittee would like to invite a representative from DWD to come talk about how data is collected and grouped within federal SOC codes, and explore options for reclassification of early childhood occupational data.
  - Subcommittee agreed to review all workforce data for the 2018 annual report as it comes in, and make recommendations on ways to visualize the data (charts, graphs, infographics, etc.)
2. **Recruitment, Retention, Recognition Subcommittee:** *Identify recruitment, retention, and recognition strategies across ECE settings (case studies/ INK data request).*
- Kimberly summarized the information she gathered from licensing consultants about programs with low and high turnover: Most of the programs they see have turnover, and there are very few providers who experience low turnover. She was given the names of two facilities with low turnover and the subcommittee would like to include them in the case studies we are planning (one registered ministry in Evansville and a for profit chain in Zionsville).
  - While there was a discussion about what can cause turnover to be high, Mike suggested that instead of having a predefined list of specific questions for the interviews that we approach it more broadly and have a loosely designed interview with more open-ended questions.
  - Emily also suggested that it might be useful to interview people who have remained in the classroom for an extended period of time so that we can better understand their motivation for remaining in the field as well as feedback on why they left different jobs over the length of their career.
  - Subcommittee decided on meetings dates and times for June/July (see action items).
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).*
- The PD Systems Review subcommittee will align with ELAC and focus on social-emotional-focused professional development systems and opportunities:
    - Inventory PD to determine gaps/needs
    - Competencies to refine our work
    - Other states' social-emotional framework (i.e. Vermont, Connecticut)
    - Ask Retention subcommittee to share interviews from child care providers, in some cases child care providers leave their jobs because of children's behavioral problems.
    - Purdue Military Family Research Institute, Head Start, and PD for foster care families



- Strengthening Our Families Initiative
- National Academies of Sciences release report on opioid addiction and its' effect on families which discusses changes within families and understanding children's behavior related to parent's addiction
- Pat mentioned interdisciplinary research of children in pre-school who have a parent incarcerated: Can quality early learning make a difference and become a buffer?
- Military children reactions to uniqueness of military family lifestyle.
- Transforming the Workforce report mentions connecting families to resources.
- Next Steps:
  - How is social-emotional PD delivered? What is currently available? What is currently needed? Who delivers?
  - Conduct research on ages, access, cost, career pathway links to CDA, etc. required for CCDBG, PTQ, the Foundations, and higher ed.
  - How do we get information from higher ed? What about a short survey to EC program directors?
  - PTQ Coaches- Ball State Coaching certificate; use Coaches' meetings to get information.

### Action Items

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1. Kyle will schedule subcommittee meetings in Wiggio and send reminders.

#### Workforce Data Subcommittee:

1. Prioritize the list of research questions for PD Registry and share with Nicole.
2. Invite Nicole to come talk more about the goals and priorities of the PD Registry, the timeline, and other workforce data collection possibilities within all of the OECOSL systems on June 8<sup>th</sup>, (if possible) between 1-3 pm, location TBD.
3. Invite a representative from DWD to come talk about how data is collected and grouped within federal SOC codes, and explore options for reclassification of early childhood occupational data on July 13<sup>th</sup>, (if possible) between 1-3 pm, location TBD.

#### Recruitment, Retention, Recognition Subcommittee:

1. Mike will find resources that Cummins uses with exiting employees and will present them at the next subcommittee meeting.
2. Everyone else is asked to bring the following resources to the next meeting: Ideas about who to talk to, what kinds of research questions do we want answered, ideas for methodology, etc.



3. Subcommittee will meet on the following days/times/locations:

- June 20<sup>th</sup> from 9:30-11:30am at United Way, 2955 N. Meridian Street, Suite 300, Indianapolis, IN.
- July 10<sup>th</sup> from 9:30-11:30am at Early Learning Indiana 1776 N. Meridian St. Suite A, Indianapolis, IN.

**PD Systems Review Subcommittee:**

- CDA- Dianna will follow up with the Council.
- Ask Megan Smith with First Steps to join this subcommittee.
- Head Start- follow up?
- Higher Ed- survey
- PTQ coaches
- Debbie agreed to follow-up on PD requirements for CCDBG expulsion/suspension; research Vermont's social-emotional framework, and provide information on the Strengthening Our Families Initiative.

**Next Meeting**

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Regular workgroup meetings for June and July are **cancelled**. Subcommittees will decide separately if they want to meet in-person or have conference calls during those months.