

EARLY LEARNING

Center Directors Meeting

1.26.17

9:00 to 2:00



welcome

AGENDA

8:45-9:00

Networking

9:00-10:00

Welcome/Information Sharing

- **Updates on back of Agenda**
- **Vision & identified supports: follow up from Dec CD mtg**

10:00-10:10

Short Break

10:10-12:10

Racial Identity: African American Child Care Task Force

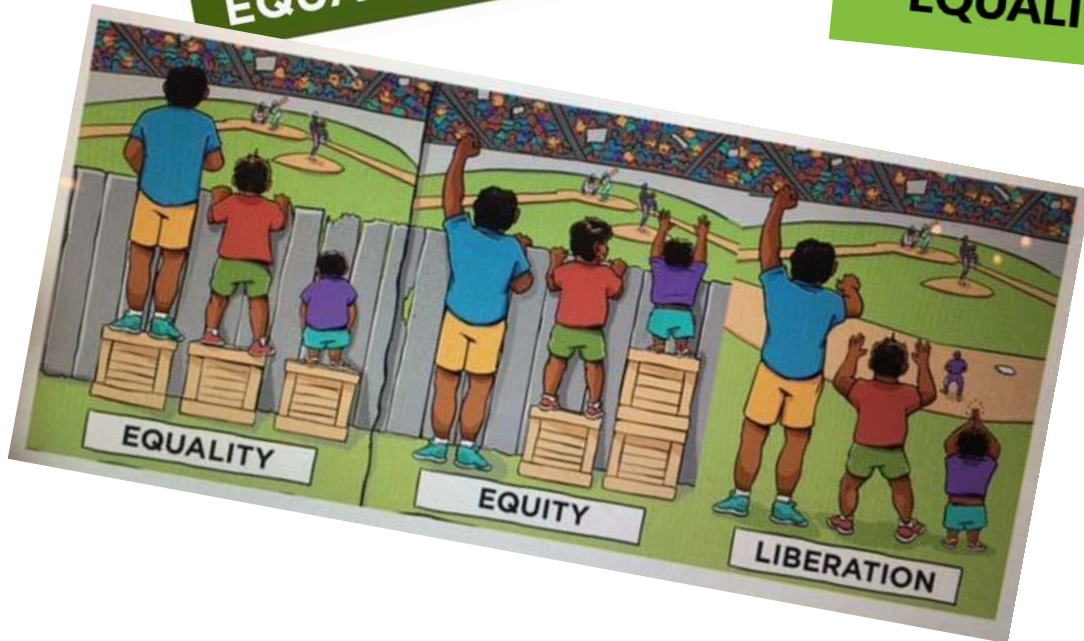
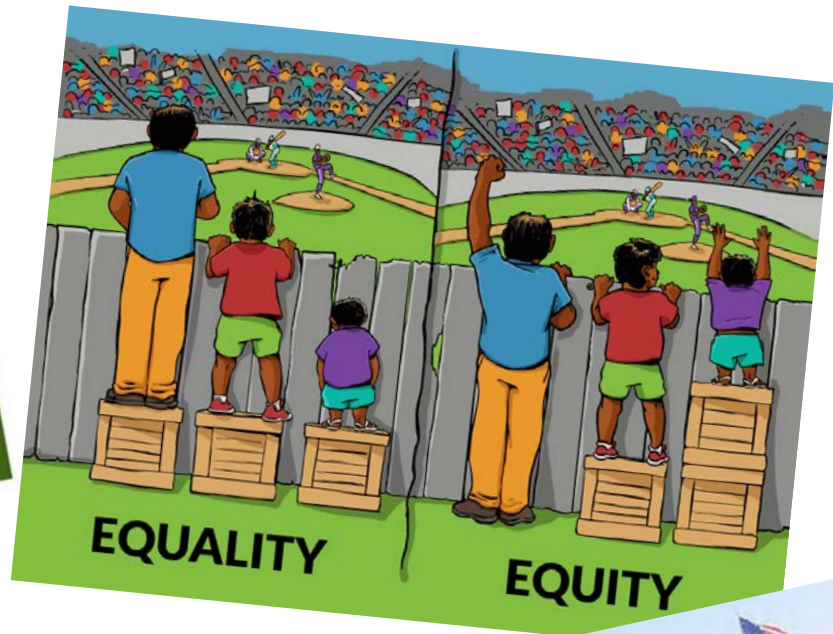
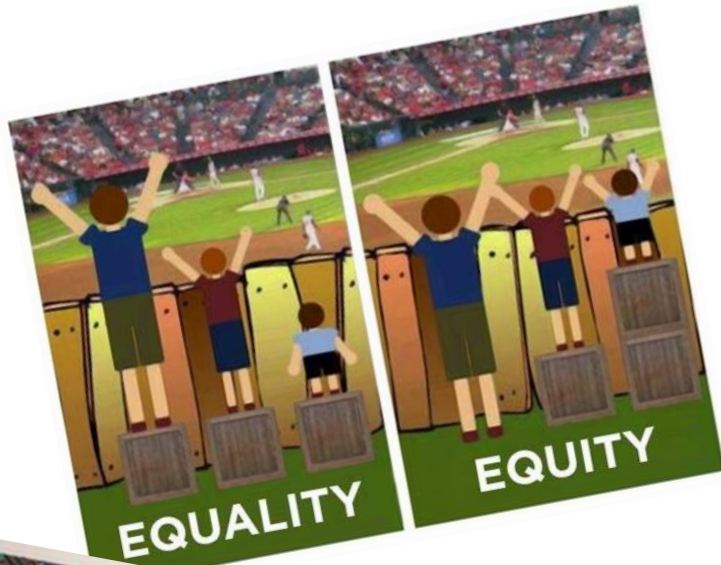
12:10-1:00

Reflections on learning

1:00-2:00

ECEAP Expansion & Head Start Slot Reduction Conversation

Leading for Equity



Values

- 1) The degree of importance, the worth, or usefulness of some thing or action
- 2) Principles or standards of behavior; code of behavior
- 3) Tells us why we are here doing this work

What values do you hold for our Early Learning work, particularly given our commitment to serving children and families in the opportunity gap, and leading with race?

Visioning: summary of our work



ACCOUNTABILITY

- **RACIAL EQUITY**

- Lead with race
- Equitable opportunities
- Eliminate institutional/systemic racism
- Inclusion
- Eliminate opportunity gap

- **SERVICE TO CHILDREN & FAMILIES**

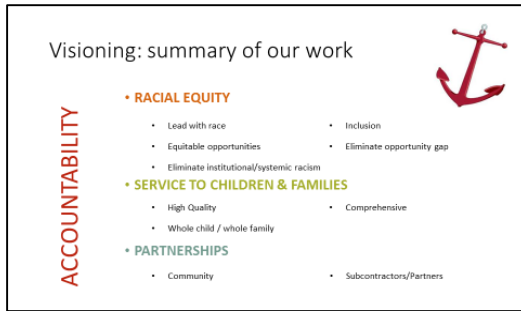
- High Quality
- Whole child / whole family
- Comprehensive

- **PARTNERSHIPS**

- Community
- Subcontractors/Partners

Values Themes

- High Quality Support, Services & Experiences
- Parent Voice/Engagement/Partnership
- Growth Mindset
- Equity/Equitable
- Cultural Sensitivity/Value culture and customs of families
- Eliminate Opportunity Gap
- Whole Child/Whole Brain
- Success in School for children & families
- Inclusion
- Transparency
- Collaboration
- Communication
- Respect
- Honesty
- Accountability



If our Vision is an Anchor that...

- Gives us direction
- Clarifies our values
- Focuses us on the outcomes that matter the most, such as our 5 year goals
- Provides guidance and inspiration, what are the bold moves we make each year to get us to our goals

Then...

1. What supports are needed to reach that vision?
2. What challenges do you see or anticipate?
3. What are your ideas of BOLD we can take to reach this vision

Our Vision

Value

Value

Value

5 year goals

5 year goals

5 year goals

BOLD MOVES

SUPPORTS/NEEDS & CHALLENGES: Themes

Supports/Needs

- **Ongoing training**, for staff & CD
 - To support DLL
 - Equity, Institutional Racism, Bias
 - Teacher Observation, children's behavior & GOLD—from a racial equity lens
- **Increased Funding**
 - To support staffing for active supervision, support, individualizing, model changes, onsite coaching/training staff
- **Time**
 - Increased non contact time
 - To collaborate, plan, share program success, mentor each other

Challenges

- **\$\$\$\$**: not enough to support staffing needs, training needs, quality of teaching and learning, models
- **Capacity**: too much, increased expectations, not enough time, energy depletion,
- **Meeting Diverse Needs**: languages, hiring staff that reflect children ethnicity & culture
- **Staffing**: turnover, staff shortages

Suggested BOLD moves

- Certified/Bachelor degreed teachers
- PSESD = Data systems & compliance to standards & shift funding to sites to coach and train
- Decrease layers of staff at ESD, combine into a holistic service area of 1-2 coordinators and data team
- PD alignment in regions
- Only make significant changes or decision with FAMILIES at the table
- Advocacy for EL with K-12 Systems

Other updates???

Racial Identity

African American Child Care Task Force

- **Charlotte Jahn**
- **Theresa Lenear**
- **Sandria Woods-Pollard**

Reflections

- How will you take what you have learned today into your work with children and families at your site?
- How will you continue your own work and development in the area of race and racism?
- What supports or resources will you need?

ECEAP Expansion & HS Slot Reduction

- Use the hard copy of the SURVEY to guide our conversation –

ECEAP Legislative Update

Head Start Re-Negotiation – slot reduction

Head Start Slots – replace with ECEAP slots

ECEAP slot details

Your best estimate with room for explanation and questions

Online Survey: <https://www.surveymonkey.com/r/WDHXDK8>