



Early Learning Program

Puget Sound Educational Service District

Center Director meeting

Feb 23, 2017

9am to 2pm

<http://www.earlylearningwa.org/index.php/for-staff/center-director-hub/center-director-meetings>

Welcome/Information Sharing/Updates – Kay Lancaster

Organizational Re-Design

- Designing a structure to support the services we deliver and stay within our budget
- We will share back once it is decided how early learning will look going forward
- Very stressful time for ESD staff, be aware

Executive Order: Resources for families – Lori Pittman

- Listed on the back of the Agenda
- Complete list of resources will be listed on Center Director and Family Support webpage
- A survey was sent out to CDs to find out how the Executive Order is affecting our children & families at your centers
- There will be information about this at the May FS/HN training

Self-Assessment – Nathalie Jones

- Need volunteers for the self-assessment task force
- Please pass along the information that is on the Agenda to your staff
- It will also be in the March Connector

Professional Learning Opportunity – Implicit Bias – Talena

- NHTSA is putting together an online Learning Community focused on Implicit Bias – if interested send email to Olivia Goumbri, ogoumbri@nhsa.org

Racial Bias presentation – (PowerPoint) Heather Kawamoto, Kristin Wells

- After brief introductions started with activity of sharing answers about specific questions with one other person – sharing back about activity - debrief
- Verna Myers Ted Talk (Nov 2014) [How to overcome our biases? Walk boldly toward them.](#)

ERSEA: Increasing Enrollment of Children and Families of Color – Nicole Chu

- How might racial bias impact recruiting children and families for enrollment?
Table discussion:
 - Discuss how racial implicit biases could show up in recruitment?
 - What can be done to address those biases?
 - What strategies can you incorporate into your recruitment plan to reach children and families of color



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- Given the current political climate that affects immigrants and refugees, what are some strategies you have used or will use to promote inclusion?
- What support do you need to increase the enrollment of children and families of color?
- Information from these discussion will be brought forward to the ERSEA committee.
- Push the boundaries of recruitment within your communities – go beyond your comfort zone.

Safety, Active Supervision and Incidents (PowerPoint) - Cheryl Polasek

Safety

Emotional Safety

- If implicit bias is in place, which we know it is, we need to be able to talk about that and make children feel safe

Physical Safety

- Active Supervision
- Physical space/environment (indoor/outdoor)
- Restraint

Why? To protect all children from any kind of harm and to ensure children are always safe.

Active Supervision

- Both HS and ECEAP Performance Standards have requirements about keeping children safe in the classroom environment.
- All staff need to take the Active Supervision on-line training.
- Active Supervision Plans are currently completed by Oct 31. We are discussing having this deadline to be earlier.
- They are reviewed by Education Coordinators
- Follow-up as needed
- We are considering possible changes to the Active Supervision Plan to fully include questions that need to be asked.

Table discussion:

- What is your role in knowing that all children are safe at all times?
- What systems are in place for reviewing plans with staff and adjusting if needed?
- Share back:
 - Plans changes frequently and may need to make revisions throughout the year
 - Align Active Supervision Plan with online active supervision class
 - Active and ongoing process
 - Make Active Supervision Plans due at end of school year and update it in the Fall
 - Modify attendance sheet to include in and out of classroom, prompts teachers to check where children are at all times



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- Multiple sites – need to trust other people in leadership roles at different sites and meet and review regularly and active supervision is always a topic
- Checklists, tendency for staff to think that everything needs to be checked off
- Teachers going on breaks and shift change is the most dangerous time. Make sure communication is happening with all staff.
- Doing per classroom
- Transition time – daily tracking sheets
- Very important that children are kept safe when they are in our care.
- Families have put their children in our care to learn and we are responsible for them
- Immediately: Post all Active Supervision Plans in classrooms, it needs to be visible

Incidents

- Incident Notification Procedure in the ELPM is under revision (handed out copies)
- The ESD needs to be made aware on any incidents that happen at our sites/centers
- Staff absolutely need to report all incidents
- We are in partnership with you and you need to report everything to us and we will talk it through
- We don't want DEL or Region X to call us about something they read in the newspaper or heard on the news
- Need to think about child custody issues that involve a subpoena
- How can we support and what changes need to be made