

SPECIAL WORKFORCE COMMITTEE Notes

January 18, 2021, 2 pm – 3:30 pm

ZOOM Link:

<https://us02web.zoom.us/j/82317944975?pwd=SDIyZzV4bnQ2dFBDa1FtNzZyS0ZWZz09>

Agenda

- Introductions and Agenda Review
- Reactions to DEC's final Workforce Compensation presentation
 - *Concerns: redefining what is a teacher. CARES money went out to people who make a high salary, not working directly with children*
 - *Increased collaboration and communication with partner organizations and community*
 - *Hope that things are coming along the line and there are going to be changes and teachers reaping the benefits*
 - *Desire to hear back from programs with mixed classrooms – high and low income*
 - *Seeing a lot of ideas/input that have come from the community and creation of a logic model is promising*
 - *Hope to see change in teacher workplace culture*
 - *Question – what is the ongoing communication going to be in the rollout process? How much of the rollout is going to address the teacher shortage*
 - *SFUSD still unable to answer most of the questions. If we have universal TK, how does this impact community preschool. If we have more prek move to TK, how many slots will be available to outsiders in the community? Must wait for February 4th deadline to see what the demand will be*
 - *Appreciate equity lens. How parity is being defined might still mean different things to different people and talking about what kind of educational background and qualifications we want to see and being considered*
 - *WF for TK is still being sorted out. District has applied for available funds for TK. A lot still has to be done before RFP goes out including evaluation team reviews the logic model*
 - *What impacts will the tiers have. Once we figure out the tiers, bring programs together*
 - *By year 5, going to need more money if we are going to continue*
 - *Can use the help of this committee to see what is being done at a State level*
 - *How is DEC defining parity vs. how it was defined by past ad hoc work?*
 - *We should look at how to plan for and define parity. DEC is using SFUSD as a base, MA equivalencies, CDA. Nothing is tightly defined yet, this is where input/feedback will come in*
 - *Ensure emphasis on 0-3 qualifications and expertise needed as part of parity discussion and emphasis on academics – setting up movement forward for higher pay for PreK, TK vs 0-3*
 - *DEC interested in hearing feedback*
 - *Erasing difference between 0-5 and 8 and above education. Should look at some explicitly important components of what you want in ECE environment*
 - *Look at national definitions of parity*

- *Looking for measuring competencies vs education given access issues to education. Pathways through practicum*
- *SFUSD looking at more on site educational pathways?*
- *How do we consider structures and supports for existing workforce?*
- *A piece of WF conditions \$\$ will come from reserves*
- *Compensation plan does not address the different requirements for sites (T5 v T22)*
 - *Responsibilities are similar in the City because of PFA. Have to explore where this comes up. Current model doesn't have a differential between teachers at different sites. Looks at qualifications*
 - *Leave it the way that is currently is – considering title and responsibilities*
 - *Being part of ELS network, have certain requirements that must be met*
 - *There should be some definitions/standards for units and experience*
 - *What do we want to change here? Rollout of TK is putting a focus on this. We don't want to lose teachers*
- *How can we address the issue of non-inclusion of black FCC educators in ELS?*
 - *Pat - Include equity check in evaluations of work. Include questions for language diversity, access, ethnicity and other places where disadvantage has happened in the past.*
 - *Pipeline is going to be open. Resources committing to increasing access to black educators*
 - *Look at makeup of pipeline to see who is coming in to WF*
- *OECE and SF Budget Timeline*
 - *Department instructions are out – first ever no cuts*
 - *January 20th 4PM OECE CAC will get first budget presentation (not vote just presentation)*
 - *January 26th F5 Commission*
 - *March 1st Budget submission to BOS*
 - *Where can we get feedback from CPAC?*
- *What are recommendations/questions/thoughts on funds going to the following:*
 - *Workforce PD/Ed attainment supports*
 - *Workforce conditions - recommendations, best practices*
- *COVID*
 - *What do sites/educators most need to support them through this?*
 - *Access to supplies (tests, masks)*
- *Announcements*

Next Meeting:
February 15, 2022