



CHILD CARE PLANNING & ADVISORY COUNCIL

Workforce Committee | July 16, 2024 | 2:00-3:30pm

MEETING NOTES

Welcome

PFA/ELFA Changes (Armando Zapote, Access & Enrollment Manager, DEC)

- Early Learning for All (ELFA) transitioned out Early Learning System (ELS) to create a unified program for families. ELFA Voucher = ELS Voucher
- The first programs are receiving funding agreements. Tuition credit vouchers are being administered by Wu Yee. Wu Yee is working with multiple providers in transitioning families from PFA to ELFA.
- In PFA, parents had the option to donate a portion of tuition credit back to the program. In ELFA, they are leaving it between the parent and program.
- DEC's intention is to provide access to funding to all eligible families this year. No waiting list. Programs this year have been funded through direct contract with DEC, with the funding agreement based on enrollment last year. If the funding is not sufficient for families seeking program, DEC has vouchers and direct funding to programs.

QUESTION AND ANSWER:

1. Q- if programs are only serving kids getting tuition credit, do they still have access to other workforce supports and resources? A- DEC is considering adjustments to make with low-income and middle-income families.
2. Q- Will the enhancement fund that the centers once received be replaced with something else? A- there are no plans to be replaced. DEC is working to share with programs the investments that DEC is making for quality and workforce supports.
3. Q- is the DEC website being revised to reflect the changes implemented July 1st? A- DEC communications team is working on website.
4. Q- will parent pay the provider with their tuition-based credit? A- yes, they have always been private payers. e.g. If a program charges \$3,000 month. Parent pays their portion. And program gets voucher from DEC on behalf of the parent to add up to \$3,000.
5. Q- if a child is PT and falls under the tuition credit, does the provider get FT reimbursement? A- yes for this year only.

SEEPD Updates (Susan Jeong and Leah Catching)

CANCELED

Discussion: how to collaborate with other CPAC committees?

Black Children/Families Ad Hoc Committee collaboration

- With the goal to increase the number of black teachers in ECE, there is confusion about the process. Outreach to black teachers is lacking.
- Help black community start FCC's
- Invite people who are connected with FCC Association to talk about the issues. Talk to early childhood educators in neighborhood networks.
- Joint meeting between Black Ad Hoc Committee and Workforce Committee?
- Is DEC willing to do targeted outreach? Takes 2 years from being on the waiting list to actually being let in (need to shorten waiting period).
- On DEC strategic plan - #1 goal was around prioritizing Black, Latino, Indigenous children – how are they doing this? On the educator side, what are they doing to outreach to these folks? Is DEC supporting any targeted supports based on race?
- From DEC plan: "HOW can we make a measurable change in kindergarten readiness for young children, particularly for Black, Latino, Indigenous, and Pacific Islander children? What needs to change? What partnerships need to be established and strengthened? What programs are needed to support this goal? How can all efforts be leveraged, integrated, and measured?" We can ask them the questions they asked themselves :)
- Create a vetted list of books, videos, trainings, resources to sensitize and educate teachers who are not Black on how to best work with Black children?
- Some additional solutions to support the recruitment and retention of SF Black early educators:

Title 5 Contractors Committee collaboration –

- Early Educators Salary Support Grant –All the EESSG programs should have received their MOU's for fiscal year. Big shift for EESSG is that programs are required to report vacancies on their staff wage form, but not extending funding for vacancies until they are being filled.
- Title 5 Contractor's Committee is currently mostly administrators.
- How do we make sure the voices of the Title 5 workforce are being heard?
All CPAC Committees to have goals - look at priorities and then linkages between committees.

ACTION ITEMS:

Workforce Committee to dedicate one meeting to focus on issue of outreach to secure more Black teachers.

*Next Workforce Committee Meeting: Tuesday, Sept 17, 2024; 2-3:30pm
Please note CPAC committees are taking a break for the month of August