



# CHILD CARE PLANNING & ADVISORY COUNCIL

Workforce Committee | Sept 17, 2024 | 2:00-3:30pm

## MEETING NOTES

### Welcome

#### Children's Campus (*Melissa Castillo*) San Francisco State University

- Context – the Workforce Committee holds the real experiences of the workforce community. M.Castillo is bringing issues that her site is facing.
- Melissa Castillo – director of Children's Campus, SFSU. [mcastillo11@sfsu.edu](mailto:mcastillo11@sfsu.edu)
- A few weeks ago Student Affairs said they would close Children's Campus by August 2025. Advisory council, staff, parents pressured the university to reconsider. Waiting for final announcement from Student Affairs.
- Children's Campus is building the next generation of preschool teachers. This is a systemic issue about working collaboratively with lab schools. Looking at how they can use their lab as a bridge for ECE community.
- Discussion:
  - City is looking at infant/toddler offerings expansion. Does this school fold into professional development pathways in the community? Vision was for Children's Campus to be a model of best practices across the board – early care and education, teachers, observations.
  - If we want to create a sustainable workforce in San Francisco, SFSU ECE programs with a lab school definitely makes sense to us.
  - Elevate how important the practicum is. Hands on experience, observation room on campus.
  - All 6 infant and toddler classrooms have observation rooms.
  - There is a bigger picture of the city support system, where are we growing and sustaining supply. Especially with specialists with knowledge. Programs supporting infant/toddler are important.

### SEEPD Updates from DEC

#### *Susan Jeong, Leah Catching, Bi Huang of Dept of Early Childhood*

- *See the PowerPoint presentation from Susan.*
- Workforce development – growth and development of early educators, pathways, recruitment of African American early educators, permit advising and navigation, PD incentives.
- Wage support – fair and increased compensation of the early educator workforce- CARES, early educators salary support grant.

- Work conditions – SEQUAL survey tool. Examine environment factors and access needs of quality improvement strategies.
- Team:
  - Leah Catching- CARES, EESG, work conditions
  - Bi Huang – Pathways, professional growth and child development permit advising, SEEPD, work conditions (as relates to PD)

SEEPD update-

- 800 + participants.
- \$3.7 million in stipends.
- Possible future considerations- include phase II

What SEEPD data would be helpful to inform next generation?

- We are not seeing changes and comparisons over time with the data. Registry is imperfect. Have we made a difference in recruitment, retention, diversity into workforce, black educators? How is SF doing compared to other places and based on our investments?
- Race, age, language, ECE units/degree, ECE placement (center, head start, FCC), education goal (permit, degree, certificate), longitudinal data on educational attainment and future forecasting for the workforce.
- Need for infant/toddler staff and school with training for those staff.
- Barriers to upgrading permit, tracking intent vs were they able to upgrade their permit?
- How long does it take for educators to complete their educational goals (permit/degree) with all the support around? Does the support make a difference compared to those without it?
- Don't have sense of how many black educators in SF. Don't have demographics. Measurement of impact – kindergarten readiness. Moving needle on K readiness?
- Where can we find those KRI public data for us to be part of the meaningful conversation

When is info coming out to public about SEEPD? April 2025, or might be sooner because CARES applications open April 1.

#### **Discussion: Workforce Committee Goals**

<https://docs.google.com/document/d/18gEzToDtBJHyOVb4vbVAJNKcoqDEEE7aFs23-ggDnuQ/edit?usp=sharing>

Comments:

- Voice that is missing – classroom teachers. Can teachers be provided with stipends for their time? Application process?
- Next steps for goals – refine the goals and share it to the committee.

*Next Workforce Committee Meeting: Tuesday, Oct 15, 2024; 2:00-3:30pm*

