



# CHILD CARE PLANNING & ADVISORY COUNCIL

Workforce Committee | Nov 19, 2024 | 2:00-3:30pm

## MEETING NOTES

### Welcome

#### **DEC Workforce Updates** (*Susan Jeong, Bi Huang of Dept of Early Childhood*)

##### **RFP 23-02 Pathways** (Bi Huang)

- Pathways – recruiting and retaining a diverse workforce for early education.
- Bi and Susan showed a list of the 8 grantees. DEC is planning a communication to the public about grantees.

#### **SEEPD Feb/March Early Educator Engagement** (Susan Jeong, Bi Huang)

- Stipend for Early Educator Professional Development (SEEPD).
- The next round will be the same structure and process.
- Application will open June 1-30, 2025. There will be a webinar to introduce stipends.
- Stipend distribution (late Fall 2025).
- Community engagement plans- Feb/Mar 2025 – listening sessions for Center and FCC educators/administrators. Partnering with FCCA SF and ECESF. Seeking other partners.

#### **SEEPD Survey Results**

- Bi shared SEEPD survey results 2023-24. 153 responses.
- SEEPD has been helping educators finance their education needs in the field.
- DEC will receive more data and engagement.

#### **Question & Answer:**

Q- How will the stipends influence or not the Workforce Pathways and those who are getting their degrees for FREE? Will they continue to be eligible for these additional incentives? A- DEC is having this conversation with Pathway partners. Stipends offered through Pathways are mostly are to acknowledge milestone completion. As of now we don't imagine eligibility to change. Feedback has been received about Phase 1 and Phase 2 being confusing.

Q- Is SEEPD gathering feedback groups? A-A subcommittee of the CPAC Workgroup Committee met. There will be engagement opportunities for early educators to give feedback.

#### **SEQUAL Work Conditions Survey Timeline Update** (Susan Jeong, Bi Huang)

- There was a delay in survey review.

- Survey time will be Jan-Feb/Mar 2025 open for 6 weeks. DEC is committed to keeping the survey open if they don't meet the number they are aiming for with Centers.
- Survey will be in English, Spanish, and Simplified Chinese

**Question & Answer:**

Q- What is the SEQUAL survey? A- Partnership with Center for Study of Child Care Employment. A survey for the workforce to gather data about state of educators, commitments from DEC. DEC will work with the Center to give CPAC collective data at a CPAC meeting in future. It will inform the direction DEC takes around workforce conditions.

Q- Is there a 2 year plan of how to roll out after SEQUAL? A- YES. It takes a long time to get RFP and grants out to community--1 year process. Estimated dates – July/Aug look at data. Have conversations about “what is rising to the top?” Then develop an RFP. 26-27- implementation of strategies after RFP and selecting a vendor/partner/grantee.

Q- what data does the Center for Study of Child Care Employment already have? How does the data inform investments made by SF? Q- CSCCE are partners and can inform us. We also take into account the unique SF landscape with a compensation program, subsidies structure etc.

Q- how soon will the data be available to the public after it is collected? A- We are hoping the Center will come to Workforce Committee in early Spring with early analysis. DEC doesn't have access to raw data. CSCCE will provide analysis. Date for completed analysis will be more likely late summer 2025. Workforce Committee will help DEC determine which data to address now as critical.

SEQUAL info

EESG – early educator salary support grant.

**SEQUAL "Socializing" and ECESF Quality discussions**

- A group has been working with DEC to “socialize” SEQUAL.
- Supportive Environmental Quality Underlying Adult Learning.
- People take SEQUAL survey in comfortable place for them.
- Quality service happens because of workforce conditions workers are in.
- Decision-making helps people have quality of work.
- Quality improvements- discussion with ECESF community. Conversation about defining quality standards. We want people to know these conversations are happening.

Model Work Standards from CSCCE

<https://cscce.berkeley.edu/publications/report/creating-better-child-care-jobs-model-work-standards/>

**Higher Ed Updates**

Mina Kim – San Francisco State University. Faculty of early education.

- SFSU is facing 2 issues – 1) budget cuts and 2) new teaching credential.
- SFSU has 2 child care centers on campus. 1 for student parents. They will remain open. Children’s’ Campus will close by Aug 1. Looking for way to reopen with different model, audience, populations. Still in process.
- Melissa Castillo – Children’s’ Campus is an ELFA provider, 25% of low income SF families. Working with 4 dept chairs to serve the workforce, observation hours, helping with permits. Looking to reach out to Workforce Committee members in Spring. Teachers want to learn about different centers and SF ECE community.
- SFSU will have 6-7% lower budget next year. Decreasing and merging programs.
- BIPOC educators – trying to diversify faculty members. 15 faculty members newly hired to support students. Strat plan to recruit more BIPOC students on campus.
- PK-3 is coming – new credential. How affect field of ECE?

**Question & Answer:**

Q- if SFSU is shifting to work more closely with PK-3, what are implications? A- determine how SF is going to define what is an early care educator? New credential for PK-3 focuses on literacy, doesn’t apply to infant/toddler.

Q- Is the decision to close Children's Campus final? It was my understanding that Dr. David Anderson was actively seeking funding and/or an existing ECE provider to take over management of the center. A- It will be closed on August 1st, 2025: However, we are working on a MOU to open the Children’s’ Campus under Academic Affairs the next day. However, the closure is determined due to the contract issue.

**Amy Crown of EdVance**

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EDvance will lead the SF ECE workforce pathway collaborative.

**Strategies for supporting BIPOC Educators in the ECE Workforce**

- During the Nov 13, 2024 CPAC meeting there was a “call to action” – what is it that we can do as ECE leaders, site directors, Workforce Committee to change the situation for Black educators in the workforce?
- How to pursue answers to those questions as Workforce Committee?
- Look deeper into the data; what are the root causes that Centers are not attractive places of employment for Black educators? People want to work where they feel safe, or have career advancement opportunities.
- Workforce Committee will bring this subject back with more structured prompts.

*Next Workforce Committee Meeting: Tuesday, Dec 17, 2024; 2:00-3:30pm*