



CHILD CARE PLANNING & ADVISORY COUNCIL

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

MEETING NOTES

Welcome

Initiatives Supporting BIPOC Educators in Community-Based Programs

- Nadine Marcelo from SFUSD - Aspiring Teachers Program. Working to get people to the credentialing programs. \$4,300 in tuition/fees support every year. marcelon@sfusd.edu
- Sabrina Dong – Kai Ming – substitute program since 2018. For those wanting to work with children. Participants get a mentor, units, a degree. Program is open for anyone with passion and love for working with children.
- Patricia Murillo - pmurillo@facessf.org Patricia Murillo, Chief Program Officer
- Chanelle Brown – Children’s Council- EC Equity Leadership Academy. For site supervisors who are new or want more management training and experience. Monthly leadership training. Individual coaching for center directors/administrators and FCC owners/directors. Will be hosting info session in next months. Launching late Spring, early Summer. Application link: ECE Equity Leadership Academy Application Survey.
 - <https://www.surveymonkey.com/r/5MLKXMJ>
- Cheryl Horney – Wu Yee. Peggy Lau and Jetoria W. Shared work supporting children and families. Focus groups – how do black families feel in the programs? Developing action plan from info gathered. ACSES tool – Wu Yee might be able to share general results of specific domains. Spring 2025- film festival to show “Black Boys” film.
- IRISE Early Education Pathways. Apprenticeship program launching in Jan 2025. 3 pathways for 3 different types of participants.

Initiatives Supporting BIPOC Educators in Higher Education

Linda Platas, San Francisco State University. Child & Adolescent Development.

337 students. 87% BIPOC in Fall 2024. mollymcmamus@sfsu.edu / lplatas@sfsu.edu

Lygia Stebbing, Anna Wolde-Yohannes of EDvance College

Path to BA completion. Supporting the ECE workforce.

Faculty Fellows Program – building a diverse ECE faculty.

Employer Intranet: <https://sites.google.com/edvance.edu/employerpartners/home>

Sign up for partner newsletter: <https://www.edvance.edu/partnernewsletter>

Partner Program Overview:

https://drive.google.com/file/d/15DYHWHjVvU8rQjBXYkIcbl4XwpZ_S/view?usp=sharing

Questions/Comments from the Workforce Committee:

- Patricia Murillo – would be helpful to have an updated tool so when she talks to staff about opportunities, it is all in one spot. If you are looking for this, this is where you go.
- Yohana Quirez - We are working with DEC to create a padlet with all of the information on the agencies and their offerings.

Pending Permits for CARES and SEEPD

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

Susan and team brought a dilemma to the table as thought partners and from an implementation standpoint for DEC. SEEPD and CARES are impacted by pending child development permit processing. CTC was taking time to process permits.

Challenges –

1. discrepancies in verification process. As students go to institutions to have permit applications reviewed, those institutions have different info. Applicants for CARES and SEEPD are double -verifying.
2. Verification doesn't allow to see different levels of permits; use secondary source to verify.

DEC utilizes CTC because they have strict verification standards.

Registry and City College are not on the same page. Some units are in dispute.

Q- permit process is problematic – why include it as a requirement? Answer- EESSG and CARES 3.0 builders aligned it with the permit except for director level. For SEEPD this was part of the planning – recognizing people who moved to upgrade their permit. Current systems follow permit process.

Providers are required to hold permit for subsidized programs. To be inclusive of workforce members, permit was a way to do that. If it is being re-visited, think of repercussions. Might want to rely on CTC certification. Those systems don't always talk to each other or match. Permit process and registry are flawed. It's a challenge for participants to provide documentation. And challenging for DEC to verify pending status.

Unresolved issues – timeline for next permits going out? Try to have discussion going into new year? Susan – yes more discussion is needed.

Next Workforce Committee Meeting: Tuesday, Jan 21, 2025; 2:00-3:30pm