



Great Start for All Minnesota Children Task Force

Meeting #13

November 29, 2022

Welcome & Agenda

Welcome from our Co-Chairs



Shakira Bradshaw

Parent of Children under 5



Jenny Moses

Children's Cabinet



Sandy Simar

Early Educator

The Task Force is supported by:

- **Children's Cabinet Staff:** Erin Bailey, Hannah Quinn
- **Facilitation Team:** Afton Partners and Children's Funding Project

Develop a plan and implementation timeline that **ensures all families have access to affordable, high-quality early care and education that enriches, nurtures, and supports children and their families.**



Guiding Principles

Guiding Principles reflect the Task Force's values and beliefs, guide how it operates, and lay a foundation for decision-making

Promote Equity	Prioritize Family Perspectives, Needs, and Choices	Support the Power of Local Communities	Build Upon our Solid Foundation	Uplift and Diversify the ECE Workforce	Recognize Implementation Realities	Expect High Quality & Effectiveness	Design for Stability, Sustainability, and Positive Impact
<p>Prioritize a system that promotes equitable outcomes, with a specific focus on children from the POCI community and building cultural competency in the ECE workforce.</p>	<p>Prioritize families' perspectives, needs, and choices as we make data driven and evidence informed recommendations, recognizing that all provider types and settings provide value to the system.</p>	<p>Create opportunities for local communities are able to define their own priorities and are supported to build the system that meets their children and families' needs.</p>	<p>Build upon the successes of Minnesota's past and current system, lessons from other states, and the expertise and research in the field.</p>	<p>Invest in our dedicated and capable early childhood professionals so that they have the opportunity to thrive and grow, and we will build and support a racially diverse workforce.</p>	<p>Recognize inherent system constraints while remaining responsive to local, state, and federal landscape changes.</p>	<p>Endeavor to create a high quality and effective ECE system that meets the needs of all of Minnesota's children and families, regardless of circumstance, knowing that the state's future workforce, economy, and resident welfare is dependent upon it</p>	<p>Work to support funding stability for providers, educators, and staff across mixed delivery settings to ensure better service for families.</p>

Today's Goals



Voting item: Compensation Framework



Learn from co-chairs about virtual listening session



Draft Deliverables discussion, including edits to voting items

Meeting #13 Agenda

- 6:00 – 6:05 p.m.** Welcome, agenda, Meeting #12 minutes approval
- 6:05 – 6:15 p.m.** Formal vote:
 - Compensation Framework
- 6:15 – 6:20 p.m.** Stakeholder Listening Session share-out
- 6:20 – 7:45 p.m.** Draft Deliverables Discussion
- 7:45 – 8:00 p.m.** Close out and next steps

Reminder: Procedures



Open meeting law requires public bodies to **record and maintain votes** of its members. Virtual meetings require a vote by roll call.



Formal votes will include only voting members and formal votes will be held for items such as a statement on vision, value, or a recommendation to be included in the Task Force Plan.



Informal voting (ex. thumbs up) may be used to engage all Task Force members on items such as a matter of process, or an item necessary to get to a vision statement or recommendation.

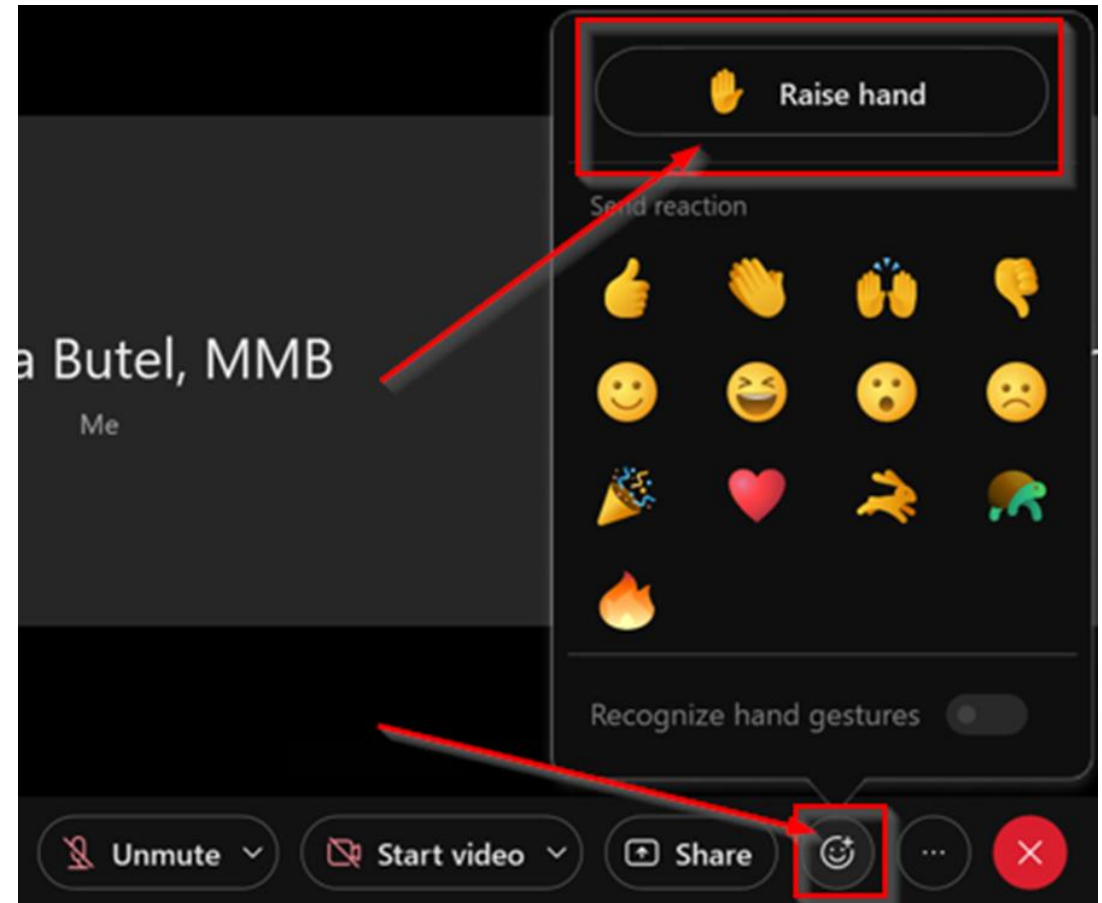


Quorum is defined as a majority of voting members.

Approval of Meeting #12 Minutes

Please indicate your approval of the minutes from meeting #12 by using the '**Raise Hand**' icon/button in WebEx.

To do this, click on the 'smiley face' icon at the bottom of WebEx. After the dialog box opens, please click on the '**Raise Hand**' icon/button if you want to approve the minutes from meeting #12.



Formal vote and anticipated vote timeline



UPDATED Draft: Compensation Framework (1 of 4)

1. Currently, **employers in the early care and education field are required to meet state and local minimum wage**. This Task Force believes current hourly minimum wages are not adequate for workers in the ECE field, and current median wages for early educators reflect an undervaluing and under-compensation of a critical workforce whose work is highly demanded, supports the broader Minnesota economy, and supports the future of Minnesota's youngest learners.
2. Minnesota believes that the early care and education workforce should be paid fair and appropriate wages that allow them to support themselves and their families; however, this Task Force respects the needs and rights of businesses to make their own business decisions. Therefore, the Task Force recommends a phased-in **recommended base wage for ECE employees**. The base wage recommendation is based on the DEED Cost of Living tool at the individual level and will be supported by additional funding to cover the additional costs of wages paid. The recommended base wage will:
 - Serve as a recommended floor for members of the early care and education workforce
 - Reflect the local geographies' individual living wage
 - Reflect an appropriate wage for an entry level role in the ECE field
 - Be updated no less than every two years based on the DEED Cost of Living tool, at the individual cost of living wage.

Minnesota recognizes that achieving substantial and sustained improvements in the education and experience levels of the early care and education workforce requires investments aimed at reducing inequities in pay. To support ECE programs in attracting, retaining, and supporting a qualified workforce, the state will implement **a workforce compensation grant that provides financial resources to programs paying wages at the recommended base level**. As programs opt into publicly funded compensation grants, documentation and submission of compliance would be required for accountability.



UPDATED Draft: Compensation Framework (2 of 4)

3. In addition to the recommended base wage, the recommended wage scale* includes wages above and beyond the base wage. These higher wage recommendations are associated with higher levels of education and experience. The recommended wage scale should be included in cost modeling efforts (per this Task Force's cost modeling recommendation).

Family Child Care providers should plan to pay themselves a recommended base annual wage (profit) equivalent to a lead role on the wage scale, to reflect their dual responsibilities as directors *and* providers of care and education. FCC providers who employ additional staff should follow the recommendations for employers, including the recommended wage scale.

Increased per child rates for the increased costs associated with education and qualifications needed for higher quality programs would be provided through cost modeling and the family benefits program (Great Start MN Program). Employers hiring or retaining employees with the recommended levels of education and/or experience to provide quality care and education will be incentivized to pay those workers higher wages in alignment with the recommended wage scale. Wages at the highest level of the wage scale are commensurate with elementary school teacher salaries. Documentation of compliance would be required at the levels required for funding received. Rules for this implementation would need to be determined through the future program administrative agency.

*The **Proposed MN ECE Professional Wage Scale** has been used as a starting point for the recommended wage scale, with edits made to:

- Adjust wages based on current cost of living
- Take out references to the ECE I, II, and III levels
- Align with the Achieve career lattice and include comparable competencies for the phased-in implementation period.

Further updates are needed to:

- Reflect regional variation, in alignment with regional cost modeling. Regional variation should be determined during the planning and implementation phase.

12/6/2022 Fill in the comparable competencies and experience guidelines, based on thorough process inclusive of stakeholders and end-users.¹²



UPDATED Draft: Compensation Framework (3 of 4)

Implementation:

- Over the implementation timeline, as funding to providers increases through the long-term affordability recommendations, wages should be increased for the existing workforce and new members of the field. As programs opt-in to these systems of funding, they will be able to implement wage increases in alignment with additional funding.
- Throughout the phased-in implementation timeline, employers will be incentivized to pay workers at wages commensurate with both experience and education, and to hire workers who meet educational and/or competency guidelines.
- By the end of the implementation timeline, all members of the workforce whose employers opt-in to the compensation grant will be paid a base wage equal to or above the DEED cost of living. At this point, the corresponding competencies and experience guidelines for wage incentives should be re-evaluated.



UPDATED DRAFT: Compensation Framework (4 of 4)

These numbers reflect statewide median data. Per the recommendation, regional data would be used for implementation.

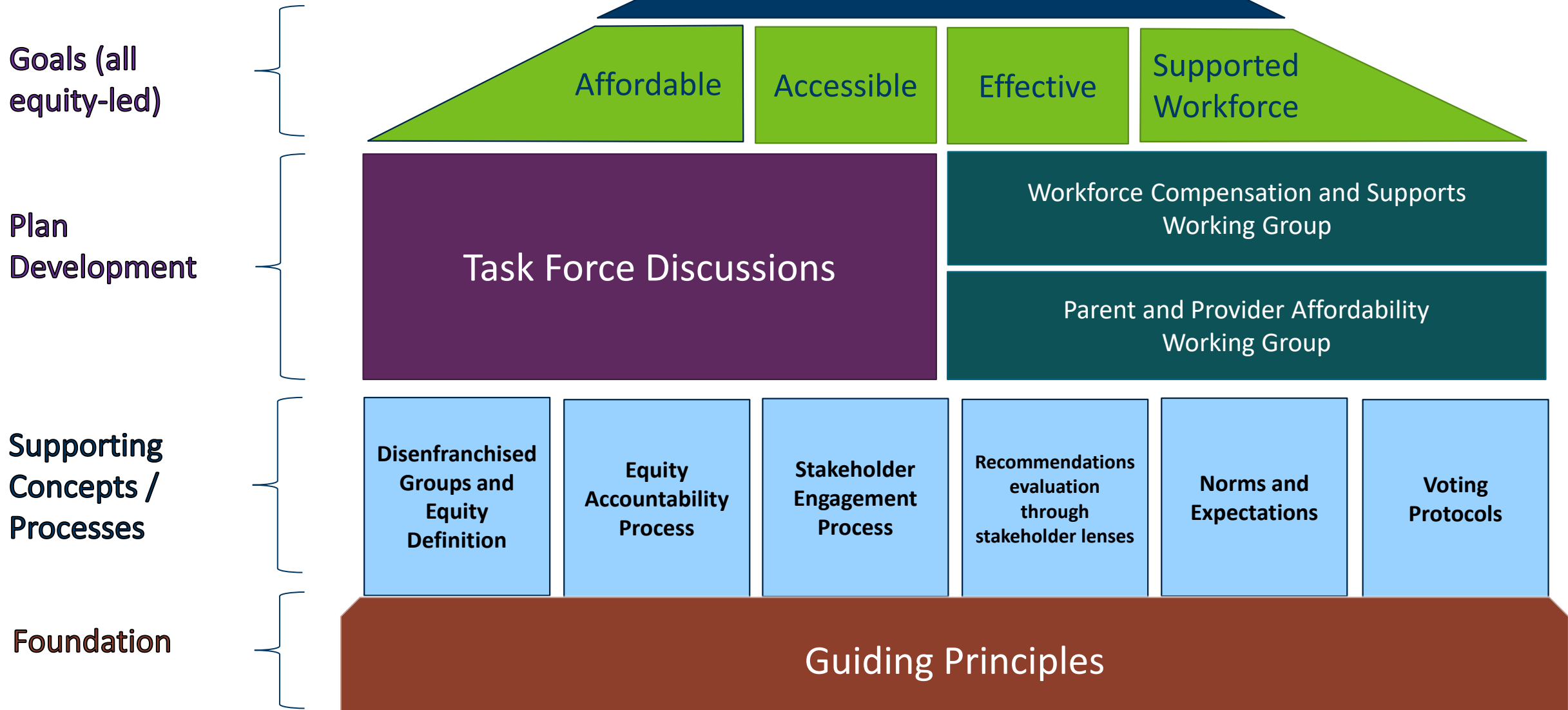
	Hourly Wage (2021 numbers)	Annual Wage (2021 numbers)	Based On
Recommended base wage for all members of the workforce by 2031*	\$16.21	\$33,717	Individual Cost of Living (DEED)

*appropriate wage for an entry level role

	Educational Guidelines for Role <i>Aligned with MN Achieve Career Lattice</i>	Comparable Competency and Experience Guidelines for Role ** <i>(To be reevaluated at the end of the implementation period in 2031)</i>	Role <i>Employees must meet statutory requirements</i>	Hourly Wage (2021 numbers)	Annual Wage (2021 numbers)	Based On
Wage Incentivized	CDA Certificate <i>Steps 6-7</i>	<ul style="list-style-type: none"> Qualified apprenticeship program OR X hours of professional training AND X years of experience AND corresponding competencies 	Support <ul style="list-style-type: none"> Support Educator in 0 – 5 settings 	\$19.40	\$40,352	Family Living Wage (DEED)
Wage Incentivized	Early Childhood-related Associate Degree <i>Steps 8-9</i>	<ul style="list-style-type: none"> Qualified apprenticeship program OR X hours of professional training AND X years of experience AND corresponding competencies 	Lead I <ul style="list-style-type: none"> Lead Educator in 0 – 5 settings Guide Support Roles FCC enrolling fewer than 10 children 	\$24.25	\$50,440	125% of Support
Wage Incentivized	Early Childhood Ed BA <i>Steps 10-12</i>	<ul style="list-style-type: none"> X hours of professional training AND X years of experience and corresponding competencies 	Lead II <ul style="list-style-type: none"> Lead Educator in 0 – 5 settings Guide Support and Lead I Roles FCC enrolling 10 or more children 	\$30.31	\$63,050	Parity with Elementary Teachers (125% of Lead I)

**Comparable competencies and experience, aligned with the MN Knowledge and Competency Frameworks, will be defined using a human-centered design process inclusive of relevant state agency representatives, all types of ECE providers, and other relevant end-users (i.e., parents, teachers in the ECE field).

Building Toward Meeting Our Charge



Vote Sequencing

Month	Affordability	Workforce	Effectiveness	Implementation
This Meeting		<ul style="list-style-type: none">• Compensation Framework		<ul style="list-style-type: none">• <i>Review of draft plan</i>
December 13		<ul style="list-style-type: none">• Draft voting language change items		<ul style="list-style-type: none">• Deliverables: Plan and Implementation Timeline (informal)
January 31	<i>Votes on edits for final plan and timeline</i>			

Listening Session Share-out

Virtual Listening Session Report Out

Task Force co-chairs held the fourth and final virtual listening session on Wednesday, November 2. Participants included representatives from non-profit organizations, a member of a school board, a Head Start employee, and public sector employees. Themes included:

- Workforce shortage issues continue to affect providers of all types, across the state.
 - Professionalization of the field is important, and members of the workforce need opportunities for advancement.
 - Long-term solutions for compensation and benefits should be competitive with other fields, in order to recruit and retain educators.
 - Appreciation for short-term financial support throughout pandemic, want to see that continued into a long-term solution.
- Consistent and simplified administration of benefits programs is important for providers. Consolidating funding streams into one process could help ECE settings of all types.
- It is important to look to outside research when exploring solutions.

Draft Deliverable Review

Develop a **plan** and **implementation timeline** that ensures all families have access to affordable, high-quality early care and education that enriches, nurtures, and supports children and their families.

The implementation timeline must phase in the plan over a period of no more than six years, beginning in **July 2025** and finishing no later than **July 2031**.

Reminders about our deliverables

What it is

- ✓ Strategic blueprint and high-level timeline for the future system
- ✓ Detailed enough to inform a legislative package
- ✓ Thoughtful on major implementation issues
- ✓ Directional understanding of future administrative roles

What it is not

- ✗ Detailed implementation project plan for the future system
- ✗ Specific Bill language
- ✗ Detailed enough to become administrative rules
- ✗ “Job descriptions” or specific responsibilities

These deliverables will be made up of items this Task Force has approved throughout our time together, as well as supporting information and points from Task Force and Working Group discussions.

Sub-Group: Draft Deliverables Review

- As part of the next step in our process, a small group of Task Force members volunteered to thoroughly review and provide feedback on draft versions of our deliverables.
- Feedback Summary:
 - Requests to emphasize the urgency in implementing recommendations
 - Language suggestions for clarity and longevity of the plan
 - Suggestions for strategies on how to communicate the Task Force recommendations with external stakeholders
- Small group feedback was incorporated and revised draft was shared with the full Task Force 11/18, including proposed changes to voted language (*for review tonight*)
- Feedback from the Full Task Force was requested by 11/28.

10/25/2022

Voting Members	Non-Voting Members
Sandy Simar, Head Start Educator	Kraig Gratke, Minnesota Head Start Association
Jenny Moses, Children’s Cabinet	Ann McCully, Child Care Aware of Minnesota
Kath Church, Family Child Care Program	Lydia Boerboom, Kids Count on Us Representative
Krystal Shatek, Director of Licensed Child Care	Debbie Hewitt, Department of Education
	Clare Sanford, Minnesota Child Care Association

Updated Timeline to Final Deliverables

Week beginning	Task Force	Facilitation Team
November 28 th	Task Force Meeting Discussing Draft Plan & Implementation Timeline (Nov 29 th)	Revise Plan & Implementation Timeline - Based on Feedback
December 5 th	Updated Draft , including executive summary, distributed to Task Force members for review (Dec 6 th)	
December 12 th	Task Force Meeting Finalize Draft Plan & Implementation Timeline (NOTE: New Meeting Date - Dec 13th)	
	Submit Draft Plan & Implementation Timeline (Dec 15th) to the governor and legislative committees with jurisdiction over early childhood programs	
January 9 th	Draft Plan & Implementation Timeline Feedback deadline (Jan 10 th)	Revise Plan & Implementation Timeline - Based on Feedback
January 30 th	Task Force Meeting Review and approve Final Plan & Implementation Timeline (Jan 31 st)	
	Submit Final Plan & Implementation Timeline (Feb 1st) to the governor and legislative committees with jurisdiction over early childhood programs	

Close Out and Next Steps

Remaining time together



Where are we going next?

- ❑ Understanding the current state *Complete*
- ❑ Who does the system need to work for? How? *Complete*
- ❑ What is working in the system today? *Complete*
- ❑ Defining the future experience we want to see
 - ❑ What is equitable access? *Complete*
 - ❑ What is affordable? *Complete*
 - ❑ What are the dimensions of a quality, effective experience? *Complete*
 - ❑ What is sustainable for providers? *Complete*
 - ❑ How should the workforce be compensated and supported? *Complete*
- ❑ How do we get to our goal, led by equity? *Complete*
- ❑ How will we administer the plan? *Complete*

Task Force Meeting Dates

Draft and subject to change

Meetings will be held from **6 - 8pm** on the last Tuesday of each month, except when conflicting with anticipated holidays

- December 13, 2022 **UPDATED meeting date for December, last scheduled meeting before draft report*
- January 31, 2023





Anticipated Votes Next Meeting

Formal (Statement on vision or value, recommendation to be included in the Task Force Plan)

- Edits to voting items (one vote)

Informal (Matter of process, necessary to get to a vision statement or recommendation)

- Meeting 13 Minutes
- Draft Deliverables

Running list of voting Items and results

Date of Vote	Voting Item	Approved (Yes/No)?	Informal	Formal
December 21 st , 2021	November Meeting Minutes	Yes	X	
January 25 th , 2022	December Meeting Minutes	Yes	X	
February 22 nd , 2022	January Meeting Minutes	Yes	X	
	Factors of Equitable Access	Yes	X	
	Support of the Mixed Delivery System	Yes		X
	Adopting Equity Definition	Yes		X
March 29 th , 2022	February Meeting Minutes	Yes	X	
	Task Force Guiding Principles	Yes	X	
	Definition of Historically Disenfranchised Groups	Yes		X
April 26 th , 2022	March Meeting Minutes	Yes	X	
	Primary stakeholders in the ECE system	Yes		X
	Vision for effective ECE services	Yes		X
	Vision for equitable access to ECE services	Yes		X

(Continued) Running list of voting Items and results

Date of Vote	Voting Item	Approved (Yes/No)?	Informal	Formal
May 31st, 2022	April Meeting Minutes	Yes	X	
	Statement on Care is Education	Yes		X
June 28th, 2022	May Meeting Minutes	Yes	X	
	Short Term Recommendations for Family Affordability: Child Care Assistance	Yes		X
	Short-Term Recommendations for Family Affordability: Early Learning Scholarships	Yes		X
	Financial Compensation Recommendations	Yes		X
	Access Factor: Availability (schedule & hours) and accessibility (geography, location) of early care and education that meets the diversity of families' needs	Yes		X
	Access Factor: The role local communities should have in both determining access priorities for their communities and how to meet access needs	Yes		X
	Access Factor: Resources and ability of providers and programs to offer culturally responsive programming and environments	Yes		X
Access Factor: Transportation and other barriers, such as language barriers, affecting access to families' programs of choice	Yes		X	

(Continued) Running list of voting Items and results

Date of Vote	Voting Item	Approved (Yes/No)?	Informal	Formal
July 26th, 2022	June Meeting Minutes	Yes	X	
	Financial Relief Strategies Recommendations	Yes		X
	Time Off Recommendations	Yes		X
August 30th, 2022	July Meeting Minutes	Yes	X	
	Fiscal & economic impact studies	Yes		X
	Process to determine provider pay	Yes		X
	Qualified Workforce – Individuals	Yes		X
	Qualified Workforce – Higher Education System	Yes		X
	Benefits	Yes		X
September 27th, 2022	August Meeting Minutes	Yes	X	
	Long-term Family Affordability Plan	Yes		X
	Family Affordability Standard	Yes		X
	Equity Statement and Workforce Study Recommendation	Yes		X

(Continued) Running list of voting Items and results

Date of Vote	Voting Item	Approved (Yes/No)?	Informal	Formal
October 25th, 2022	September Meeting Minutes	Yes	X	
	Supported Workforce Recommendations	Yes		X
	Program Funding Process Improvement Recommendations	Yes		X
	Effectiveness Recommendations: What will it take	Yes		X
	Consistent and equitable standards and growth-oriented accountability systems	Yes		X
	A healthy business environment and clear, consistently applied, regulations	Yes		X
	Cohesive, high functioning infrastructure and ecosystem	Yes		X

Next Steps

Send any feedback to:

greatstart.taskforce.mmb@state.mn.us

Next Task Force meeting is:

- **Tuesday, December 13th, 6-8pm**

