

Great Start for All Minnesota Children Task Force

Meeting #2 – December 21, 2021 6-8pm (CST)

Slide 1: Great Start for All Minnesota Children Task Force – Meeting #2, December 21, 2021

(Title Slide, no further content)

Slide 2: Welcome!

Here are our virtual meeting protocols

- **Please be on video** as much as possible to help with overall engagement
- **Mute self** when not speaking
- Use **Chat feature or “raise hand” button** for questions or comments
- Technical issues can happen to anyone – **chat privately to Hannah Quinn for any needs**
- If you are experiencing an unstable connection - **switch to phone call or close other applications**
- Members of the **public can submit written feedback to** greatstart.taskforce.mmb@state.mn.us

Slide 3: Welcome & Agenda

(Title Slide, no further content)

Slide 4: 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

Slide 5: Today’s Goals

- Solidify the scope of our work and the topics we will be addressing
- Establish our vision for equity and access
- Discuss guiding principles for our discussions and decisions

Slide 6: Meeting #2 Discussion – 2 hours

6:00 - 6:15 p.m.	Welcome, agenda, and reflection on Meeting #1
6:15 - 6:20 p.m.	Scope discussion: what is and is not included in our charge?
6:20 - 6:40 p.m.	Revisiting our charge, plan objectives, and required considerations
6:40 – 7:30 p.m.	Considerations for Equity and Access
7:30 – 7:50 p.m.	Guiding principles
7:50 – 8:00 p.m.	Next steps and close out

Slide 7: Norms & Expectations

- **Members attend meetings prepared and on time**
- **Engage in respectful dialogue**
 - Everyone’s input is important

- Assume best intent
- Listen with an open mind, and for commonalities
- Don't say or type anything you wouldn't want to have shared in public
- **Be actively engaged**
 - Don't just disagree, offer a doable alternative idea
 - Speak to the point on the floor
 - Apply your expertise and networks
- **Confirm decisions as we go**
 - Strike a balance between gathering input and moving forward

Slide 8: 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 regarding anything that would be included in the report and approval of the report.
- **Informal voting** (ex. thumbs up) may be used to engage all Task Force members on items such as determining if a topic needs more discussion, if a break is needed, approval of meeting minutes, etc.
- **Quorum** is defined as a majority of voting members.

Slide 9: Approval of Meeting #1 Minutes

- Please indicate your approval of the minutes from meeting #1 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 #1.

Slide 10: Themes and Questions from Meeting #1

(Title Slide, no further content)

Slide 11: Themes From Meeting #1

- Embrace the Momentum
- Prioritize Equity
- Ensure Sustainability of Solutions
- Strengthen the Workforce

Slide 12: Questions from Meeting #1

Task force tactics:

- What do the outcomes of this taskforce look like?
- How will the outcomes lead to something actionable?
- How will this task force ensure its recommendations are heard?
- How are we going to get buy-in from the various stakeholders?
- How will we determine our focus areas and priorities?

Policy and implementation:

- How will we pay for this?

- How can agency doors be more open to a variety of providers?
- How do we make sure that we do not lose the connection of the work to K-12?
- How will Build Back Better affect our work and recommendations?
- How can the childcare workforce be viewed as educators?
- How do we create coherence around how families access the system?

Slide 13: Scope discussion: what is and is not included in our charge?

(Title Slide, no further content)

Slide 14: ECE within the broader system of supports for children and families

Our early childhood focus: Early Childhood Education & Care

Systems we are connected to, but not focused on: Economic Supports, Child Welfare Services, Community Services, Mental Health Services, Health Care

Center of all systems: Children & Families

Footnote: *Adapted from the Illinois Governor's Commission on Equitable Early Childhood Education and Care Funding Report, Spring 2021*

Slide 15: Revisiting our charge, plan objectives, and required considerations

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Slide 16: Revisiting our charge

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.

Slide 17: Our Charge & Goals

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.

1. **AFFORDABLE:** Create a system in which family costs for ECE are affordable
2. **ACCESSIBLE:** Ensure that a child's access to high-quality ECE is not determined by the child's race, family income, or zip code
3. **SUPPORTED WORKFORCE:** Ensure that Minnesota's ECE educators are qualified, diverse, supported and equitably compensated regardless of setting

Slide 18: Plan Objectives

Focus on delivering on the objectives of the legislation using an equity lens to achieve the outcome of an equitable early care and education system.

Slide 19: Required Considerations

Affordable:

- Benefit mechanisms and infrastructure for family financial assistance
- How the plan will be administered, including the roles for state agencies, local government agencies, and community-based organizations
- How provider payment rates will be determined and updated

- Identify how to maintain and encourage the further development of Minnesota's mixed-delivery system for early care and education, including licensed family child care, to match family preferences

Supported Workforce:

- Endeavor to preserve and increase racial and ethnic equity and diversity in the workforce and recognize the value of cultural competency and multilingualism
- Include a salary floor that supports recruitment and retention of a qualified workforce in every setting
- Consider need for/development of a mechanism that ties provider reimbursement rates to employee wages
- Increase compensation to incentivize advancements in relevant higher education credentials, training, years of experience, and credential equivalencies, including certified demonstrations of competencies
- Set compensation for providers by reference to compensation for licensed early childhood teachers
- Consider differentiating base compensation for varying levels of responsibility and different geographies

Accessible

- *Legislation is silent on factors that must be considered*
- *What factors should be considered here?*

Slide 20: Considerations for Equity and Access

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Slide 21: Factors that must be considered in the plan

1. Affordable, high-quality early care and education
2. Equitable access
3. Workforce support and compensation

What do WE mean by equitable access?

Slide 22: Equity Definition

When every person, **regardless of race, ethnicity, gender, age, socioeconomic status, or geographic location** has the opportunity to realize their full potential of physical, social, emotional, and cognitive well-being, without limits imposed by structural inequities.

Equity is ensuring everyone has what they need to be successful. This is different from equality which involves treating everyone the same.

Footnote: Early Childhood Systems Reform

Report prepared by the Early Childhood Systems Reform Project Team

Slide 23: Access Dimensions

You have **adequate access** to early childhood care if:

- It is in a **location** that works for you or your family
- Is open the **hours** you need
- There is availability for your **age group**
- It is **affordable** for you
- It is **culturally relevant** to your needs
- It serves your child's **individual needs** (e.g., English language learners, children at risk of developmental delays or disabilities, etc.)

Slide 24: Defining Equitable Access | Small Group Reflection

Equitable Access at the center with the following Access dimensions surrounding it:

- Income Level
- Geography
- Quality
- Transportation
- Individual Needs
- Race and Ethnicity
- Location
- Schedule & Hours
- Child Age

These are all factors that contribute to equitable access. What's missing?

How do these factors currently contribute (or not) to inequities in Minnesota's early care & education system?

Consider: Our system works/doesn't work for _____ as evidenced by _____.

Slide 25: Guiding Principles

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Slide 26: Draft 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:** We will prioritize a system that promotes equitable outcomes for ALL children.
- **Build Upon our Solid Foundation:** We will build upon the successes of Minnesota's past and current system, lessons from other states, and the expertise and research in the field
- **Uplift the ECE Workforce:** We will invest in our dedicated and capable early childhood professionals so that they have the opportunity to thrive and grow.
- **Recognize Implementation Realities:** We will recognize inherent system constraints while remaining responsive to local, state, and federal landscape changes.
- **Prioritize Family Perspectives, Needs, and Choices:** We will prioritize families' perspectives, needs, and choices as we make recommendations to improve the system.
- **Expect High Quality:** We know that the future of Minnesota's workforce, economy, and resident welfare is dependent on a high quality ECE system
- **Design for Stability and Sustainability:** We will work to support funding stability for providers, educators, and staff across mixed delivery settings to ensure better service to families.

Slide 27: Timeline & Next Steps

(Title Slide, no further content)

Slide 28: Task Force Timeline (draft)

- Task Force Launch: November 30, 2021
- Today's Meeting: December 21, 2021
- Working Groups begin: January – February 2022
- Research & Analysis in Working Groups with Task Force guidance: March – September 2022
- Draft recommendations and report completed: December 15, 2022
- FINAL Report submitted: February 1, 2023

Slide 29: Task Force Meeting Dates

Draft and subject to change

- January 25, 2022
- February 22, 2022
- March 29, 2022
- April 26, 2022
- May 31, 2022
- June 28, 2022
- July 26, 2022
- August 30, 2022
- September 27, 2022
- October 25, 2022
- November 29, 2022
- December 20, 2022
- January 31, 2023

Slide 30: Next Steps

Prior to end of 2021, send feedback on the Task Force charge, establishment, proposed process, guiding principles, and any other feedback to: greatstart.taskforce.mmb@state.mn.us

Participate in small group discussion with Hannah Quinn

Next Task Force meeting is

Tuesday, January 25th, 6-8pm

Happy Holidays! See you in 2022!