



Great Start for All Minnesota Children Task Force

Working Group Meeting #1: Workforce

February 16, 2022

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

Reminder: 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



Revised 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>We will prioritize a system that promotes equitable outcomes, with a specific focus on children of color and building cultural competency in ECE classrooms.</p>	<p>We will 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>We will ensure 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>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.</p>	<p>We will 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>We will recognize inherent system constraints while remaining responsive to local, state, and federal landscape changes.</p>	<p>We will endeavor to create a high quality and effective ECE system that meets the needs of all of Minnesota's children and all families, regardless of circumstance, knowing that the state's future workforce, economy, and resident welfare is dependent upon it.</p>	<p>We will work to support funding stability for providers, educators, and staff across mixed delivery settings to ensure better service for families.</p>

Welcome & Agenda



Get to know each other



Understand the charge, scope, and goals of the **Workforce Compensation & Supports** working group



Begin to understand what *we* mean by “qualified, diverse, supported and equitably compensated” workforce

Working Group Meeting #1 Agenda – 1 hour

- 4:00 – 4:20 p.m.** Welcome | Introductions
- 4:20 – 4:30 p.m.** Working Group Charge, Process & Sequence
- 4:30 – 4:50 p.m.** Defining & Aligning Around Our Charge
Large Group Brainstorm
- 4:50 – 5:00 p.m.** Next Steps

Introductions

Who's In The Room



Name, Role, Organization



Where you “sit” within the system



Your interest in being a part of the
“Workforce” working group

Workforce Compensation and Supports Working Group

Name, Role,
Organization

Where you “sit”
within the system

Your interest in being
a part of the
“Workforce” working
group

Voting Members	Non-Voting Members
Meghan Caine, Early Childhood Educator - Public school-based	Nicole Blissenbach, MN Dept of Labor and Industry
Pat Ives, Director of Licensed Child Care	Lydia Boerboom, Kids Count on Us Representative
Adriana Lopez, Early Childhood Educator - Licensed Center	Oriane Casale, Department of Employment and Economic Development
Jenny Moses, Children’s Cabinet	Cyndi Cunningham, MN Child Care Provider Information Network
Krystal Shatek, Director of Licensed Child Care	Nancy Hafner, Faculty Representative
Senator Melissa Wiklund	Debbie Hewitt, Minnesota Department of Education
	Ann McCully, Child Care Aware of Minnesota
	Michelle Trelsted, MN Community Education Association

Working Group Charge, Process & Sequence

Our Working Group Charge

Define what a “qualified, diverse, supported, and equitably compensated” ECE workforce in Minnesota looks like and how it can be achieved.



Workforce Demographics

- **Preserving and increasing racial and ethnic equity and diversity** in the workforce
- **Developing affordable, accessible, and aligned pathways** to support ECE staffs' career and educational advancement

Compensation

- Identifying a **compensation framework** that supports recruitment and retention of qualified staff in every setting
- **Aligning provider compensation** with that of elementary school teachers
- **Tying provider reimbursement rates** to employee wages

Types of Questions We Will Explore

Workforce Demographics

- What does the current racial and ethnic makeup of MN's ECE workforce look like?
- What targets might we put in place to ensure staff diversity within the ECE system?
- What incentives or requirements can be put in place to preserve and/or increase staff diversity?
- How might we continue to value the cultural competency and multilingualism of staff?
- What does the current talent pipeline for ECE staff look like? How might it be diversified to increase the qualified talent pool?
- How can the existing ECE workforce be retained and supported to reach any future requirements?

Compensation

- What is an appropriate salary floor to recruit and retain ECE staff across all settings? How can this be benchmarked against the salaries of licensed early childhood teachers?
- How might salary scales be differentiated for positions across settings?
- How might other forms of compensation (e.g. health insurance, retirement, loan forgiveness, etc.) be factored into overall compensation?
- What type or amount of compensation would incentivize career advancement activities?
- How would MN ensure fair pay across all providers? What mechanism(s) can the state use to hold providers accountable (i.e. tying provider reimbursements rates to employee wages)

Defining and Aligning Around Our Charge

Our Working Group Charge

Define what a “qualified, diverse, supported, and equitably compensated” ECE workforce in Minnesota looks like and how it can be achieved.



Our Equity Commitments

In all our conversations, we will strive to:

- **Center children and families**
- Pay **particular focus to the needs and priorities** of historically disenfranchised children and families and their communities
- Specifically contemplate **how our decisions may benefit or harm** historically disenfranchised children and families and their communities
- Seek the **expertise and input from stakeholders** already doing the work in historically disenfranchised communities
- Where possible, consider **data that provides insight** into the relative impact on historically disenfranchised children and families and their communities

What Do These Words Mean to *Us*

Qualified

Diverse

Supported

**Equitably
Compensated**

Next Steps

Anticipated Timeline



Monthly meetings February through September 2022

- February 16th | 4:00-5:00 PM
- March 9th | 3:00-5:00 PM
- April 13th | 3:00-5:00 PM
- May 11th | 3:00-5:00 PM
- June 8th | 3:00-5:00 PM
- July 13th | 3:00-5:00 PM
- August 10th | 3:00-5:00 PM
- September 14th | 3:00-5:00 PM
- *October TBD*

Next Steps

- Our next meeting will take place on Wednesday, March 9th from 3:00-5:00 pm
- Anticipate a package of pre-read materials to be forthcoming!

