Staff Recruitment & Retention Conversation.

**Challenges:**

Minimum wage – lower level staff can now get $11 an hour at McDonalds w/ less stress. Another bump coming in January. Compression just above them – 4.5% increase in minimum wage, 1% cola.

Hard to add to every category in the wage scale.

W/ EHS Homebased requirements, finding home visitors who meet those requirements is really difficult, especially bilingual. Also difficult to find higher ed partners who will offer those courses in a way that works for the staff. HV CDA equivalent required, 30 hours in family support and home visiting.

ECEAP has very specific courses that meet requirements.

Ericka Newman - ECEAP allows people to be on a plan, but the HV or teacher where they have to have the credential coming in, it’s a workforce development issue and makes it very difficult to fill positions. Hard to stay fully staffed. Lack of qualified applicants.

Connie Mueller - We’ve always tried to offset salary with better benefits, but it’s getting harder to do that because of higher health costs. KCR is at 46% benefits.

Alice Weaver - Applicant pool – 2 universities within 30 minutes, yet at all three there has been a significant decrease in the # of students going into early childhood. Starting to talk to high schools to encourage them to go into ECE.

Carolyn Sola - Why? Loans. Can’t afford to work in ECE and pay back loans. High desire in population to go into it, but no track to self sufficiency.

Jodi deCesari If it’s not an ‘in demand occupation’ certain funding isn’t available for financial aid.

Chelsea – School districts steal staff. Not enough time to onboard and train staff because supervisors are subbing in other places.

Matt Bona – have to make sure rates paid to lead, assistant, family support is above a school district para, or they will all leave. McCleary’s great for K-12, but will impact early learning (45-95K salaries). Impacts education level that we can choose from.

Susan Yang – have had trouble hiring qualified supervising and specialist staff. Wages, qualifications, etc.

Stacie Marez – they sub to child care centers, covering 95% subsidy kids. They can’t offer competitive wage and can’t provide benefits. One opportunity might be to provide a benefits package to employees at state level.

Carolyn Sola - #1 reason we lose home visitors is that they have babies and can’t find childcare.

**What’s going right:**

Chelsea – They’ve worked really hard on PLC’s and peer learning, which has been received really well and they feel supported.

Ginger – In Wenatchee there is a lack of quality childcare at all levels. They’re opening up a childcare with discount to staff. They’ve also opened up school-age childcare. Trying to look at different ways to keep staff. Head Start has a new fiscal regulation that you can have employee incentives like offering childcare

Graciela – ECEAP staff are on the PSE contract. They’re providing ‘steps’ based on years of service and a hefty benefits package. Other thing happening in the union is that way back when there was a disconnect in the job descriptions (para with hs diploma making more than teacher) so negotiations are happening to align that. Need an early learning pay scale.

David Webster – WWU has depurified their majors – no longer have to be on certification track, can get human services/ece degree without cert.

Graciela – Flexpay, allocate pre-tax for medical and childcare

Carolyn – one of the most motivating things is the outcomes info that they’re getting about their families and children. At first we were skeptical about the work and unfunded mandates of the outcomes data, but it has proved to be a big motivator.

Julianne – All education is having trouble finding qualified staff. Bright spot – programs going back to basics, training parents to do early learning jobs. (Lane County, Ron Herndon’s program).

Matthew Solomon – shared Parent U program. Did something similar at Mid-Columbia. Really makes sense, because parents are invested and loyal.

Joel – Collab office new contract to set up a cohort of directors/staff to work together on parent education issues, maybe a summit.

**What would you want WSA/NHSA to do?**

Access to benefits is a huge deal

More money

Scholarships, loan forgiveness

United ways are funding projects

Need to make early learning a ‘high need’ profession so we could get workforce development money.

Empty classrooms campaign – visual of no teacher but bunch of kids.

**Part Day to Full day**

**Challenges**

Lots of fiscal questions to regional t&TA

Limited slots available

Facilities

School districts want part day because it means more kids.

Model needs to be changed to maintain quality. Coteacher model w/ family support. Can also blend teachers who meet the quals with ones who don’t.

Full day much more expensive than part day.

Head Start did a good job of rolling out the duration – you contract for the amount you think you need, rather than them deciding what it should cost.

ECEAP is one rate for all, not flexible.

Head Start is more flexible – Ericka did a 4.5 hour class all year around.

Hard to fit the 1000 hours into the school district calendar.

6.5 hours wasn’t enough – needed full working day. Not many good childcare centers in town, and they give preference to private pay.

Part day teachers didn’t like full day – ‘light at the end of the tunnel’. So they found that brand new teachers were easier to adjust to full day.

Some issues with teachers who could take care of their own kids with part day, but not with full day.

Overlap with migrant/seasonal hard for facilities, training time, meeting ECEAP hours.

Connie has done part day full year for a couple years of Head Start, and piloted it in ECEAP last year. Well attended. 95-98% attendance the whole time.

**What’s working?**

Very high demand for 6 hour day

Child retention really high

Staff really like it. More planning time in Susan’s model.

Partnering with SD for developmental preschool working well.

Great model for parents going to school, who don’t qualify for subsidies.

More behavior issues.

Teachers feel like they’re doing more teaching.

New teachers have a much harder time in a full day classroom – so they move experienced teachers into full day, and hire new for part day.

Think about substitutes – might not be able to use old system. Number of times that staff are out for breaks needs to be thought about. Try to have a consistent person in for breaks.

**Financial Sustainability – David Webster**

Each family has to do a financial goal, a school readiness goal, and a personal/professional development goal. They report to policy council about how they’re doing on those goals.

Still challenging to get objective data on progress on goals. Training for staff around goalsetting, achievable goals, talking about financial issues.

Piloting Project X-it. Summary attached. Incentivizing financial behaviors, mentoring, etc. Expanding to Skagit/Islands this fall.

Family services coordinator works with staff to align with everything else, but outside funding used for most. VISTA person is primary staffperson.

Bank/credit union/community foundation/fundraising. Wildcard is how successful parents are in meeting financial goals (thus how much match is needed.)

Started with 3 year olds only, so they would have 2 years with families. Using money-savvy kids curriculum. Found that bringing families in in the fall when they were brand new was a bit much for some families. Doing it too early in the fall also meant that the staff didn’t know enough about the families yet.

Year 2 we’ll start later in the year, not restrict to 3 year olds. Also, mentors come in many shapes and forms. They get trained – some had great heart, some were super financial.

Good news – families building savings accounts, meeting goals. Establishing credit with collateralized credit cards.

**DEL Updates – Nicole Rose, Kelli Bohanon, Caitlin Jensen**

Powerpoint attached.

**Budget**

ECEAP:

* 1800 slots for biennium
* Amended slot rate increase due to the $1.2% clawback from last year.
* 6% for full and extended day.
* 5.6% for part day. Might be able to find savings mid-year to increase that.
* DEL will likely advocate for the $1.2 million in the supplemental.

**State/Federal Policy Priority Discussion**

**State:**

Allow ESIT/EHS kids to transition into ECEAP without sabbatical.

Higher vendor rate.

Relax income eligibility rules. City kids in Seattle can qualify up to 200. 185 would be great. Still focus on risk factors.

Get the 1.2 million back for DEL.

Have EHS subsidy pilot not be a pilot, access up to 36 months at higher rate.

Uniform fire marshal rules.

Professional development T&TA budget for ECEAP.

Networking about resources and competencies – leverage existing resources.

Waiver for school district buildings, especially on double egress.

Workforce, compensation.

How much non-contact time is recommended? Inequities between HS and ECEAP.

If we raised salaries, would we reduce hours like in Seatac?

More facility money

McCleary effects on early learning – class size reduction will bring K-3 classes down to 20 from 27. Crowds out early learning.

ECEAP slots

**Federal**

Funding for Head Start

Oppose Block Grant

Reauth – income eligibility, DRS 10% CLASS, 0-5 grants, flexibility around performance standards

Take CLASS out for states that have it in QRIS

Alignment of monitoring (including CDCAP)

As more cities look at pre-k, look at more alignment

Funding for full-day and full workday programs.

Local option flexibility – 17 for majority 3’s.

Hard to meet standards with snow days.

Longer terms for local option (5 years vs. 1 year)

Study of T&TA system

Risk factor eligibility

Start-up and facilities costs for duration