

## Early Learning Advisory Council (ELAC) Professional Development Feedback

April 5, 2016

What are the stories, experiences and trends you have been a part of or observed? How do these experiences inform the topics below? You can complete this individually to complement the group discussion; we will collect them at the end of the session.

### Consider the following questions:

- Who most benefits from the proposed changes and why?
- Who doesn't benefit and why?
- What are the unintended consequences for communities of color?
- How have impacted community members been consulted? How has their feedback been integrated?
- Is an ongoing feedback loop embedded?
- What kind of accountability is there for institutions to implement feedback?

Supporting compensation for the early learning workforce.
<p><i>Thoughts, lingering questions, considerations, etc.</i></p> <ul style="list-style-type: none"> <li>• It might be interesting to look at community college wages for directors/teachers of campus child care compared to other college employees</li> <li>• Direct funding to people below standard pay grades at any position in any center</li> </ul>
Scholarships for existing and new early learning professionals.
<ul style="list-style-type: none"> <li>• Incremental loan forgiveness for new professionals</li> <li>• Keep accepted courses broad based—consider requests for new programs</li> </ul>
Clearly developed professional standards and degree offerings that are competency based and align to positions in early learning.
<ul style="list-style-type: none"> <li>• Consider equity—cultural humility and do not penalize programs with unmet ed requirements</li> </ul>
Leveraging data across state systems, including further development of gathering qualitative and quantitative data.
<ul style="list-style-type: none"> <li>• Share data with providers to incentivize efforts in Early Achievers</li> <li>• Not clear what kind of data is being collected</li> </ul>
Other topics, thoughts and ideas
<ul style="list-style-type: none"> <li>• Incentivize and facilitate growth of successful programs with opportunities in new facilities.</li> <li>• Combine ECE + K in new schools like the new Mukilteo all K but w/ ECE.</li> <li>• Please do NOT give a retention incentive. We tried that in K12 and it is a nightmare.</li> <li>• Need stronger racial equity lens</li> <li>• Felt reading heavy</li> </ul>