

## State Interagency Coordinating Council Personnel & Training Committee Meeting Minutes

Date: 2/13/2018

Time: 9:30 AM- 11:05 AM

Location or on-line format: Zoom Meeting

Members Present:				
Agenda Item	Motion/Second	Discussion	Vote Outcome (P/F)	Follow-up
<b>Welcome, introductions, and group agreement reminders.</b>	Information only.	Lisa welcomed members and presented an oral and written overview of group agreement. No discussion.	NA	NA
<b>Review Ad-Hoc Committee Membership and Leadership</b>	Information only.	Membership reviewed in table created, good balance in number and representation. We still are urged to ask “who is missing at the table?”. Invitation to change committee membership by personal interest. No changes to date. We did have 1 member (parent) unable to serve on the Pre-Service Training Ad Hoc Committee	NA	NA
<b>Transition Reports</b>	Informational report only Debi Donelan and Christine Griffin.	Existing committee looking at alignment. Outcome statement drafted. Survey high return rate,	NA	NA

		significant interest around transition from many perspectives.		
<b>Competencies Report</b>	Informational report only DeEtte Snyder.	Framework with 8 areas Attitude, knowledge, and skills identified within the 8 areas. Feedback due Feb 14, 2018 with a goal of finalizing in March.		
<b>Pre-Service Review, Select, Prioritize Goals</b>	Teri moved that each Ad Hoc committee will create a work plan following the priorities set at today's meeting. DeEtte seconded. Motion passed.	<b>Pre-Service:</b> ESIT's Goals & Priorities 1-6 (Debi) All items seem measurable, except #5 Equity lens in pre-service training (should this be a theme under each of the other items?).  #6 WA-AIMH discussion and clarification (alignment with competencies and what is a long-term strategy with this connection? What is our role with WA-AIMH endorsement and what direction should we go? How do we operationalize the competencies? Expectations, evaluation, support at state level (this may be more in-service related).  #1 overdue and easy to tackle #2 & 3 4 on-going	Motion passed unanimously	Ad Hoc Committees will draft work plans.
	Candy moved to include equity training and infant mental health training to the In-Service Ad Hoc Committee's goals. Teri seconded.	<b>In-Service:</b> Include equity and infant mental health. Clarified equity not limited to racial equity. Need additional distinction between pre- and in- service information.	Motion passed unanimously	In-Service Ad Hoc Committee will add equity and infant mental health training to committee goals. This will be reflected in the work plan.

	<p>DeEtte moved to include mentoring to #5 reflective supervision. Ariane seconded.</p> <p>Sue moved that #6 salaries and benefits be expanded to include gathering information through survey or other means by colleagues in the field so the committee can use the information to support recruitment and retention Candy seconded.</p>	<p><b>Recruitment/Retention Clarification #6</b> DeEtte recommended a cost analysis across the state. There are misperceptions/misunderstandings. Factual information is needed. This would be an overstep for the state to make decisions around this, it would be an advocacy role. Information is still needed for advocacy. How do salaries and benefits impact retention? The state might help with such a survey. Caseloads, maternity leave, job sharing these are also interesting considerations. #5 Reflective supervision, but mentoring is also critical as are forming professional learning communities. It may be better if the committee launches a survey or finds alternative ways to fact find around the question of salary and benefits as there is reservation when it is state initiated.</p>	<p>Motion passed unanimously</p> <p>Motion passed unanimously</p>	<p>Recruitment/Retention Ad Hoc Committee will add information to the work load plan.</p>
<p><b>Review Next Steps for Committee Leaders</b></p>	<p>Discussion only.</p>	<p>Ad Hoc Committee leaders will reach out to members and establish the first meeting sometime in March.</p> <p>CC ESIT lead and Debi; cc Lisa on agenda development and meeting notes but please not all the other emails for groups she is not involved in.</p>	<p>NA</p>	<p>NA</p>
<p><b>Adjourn 11:05</b></p>				