

PDAC Steering Zoom Meeting
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PDAC Steering Welcome

- PDAC Tri-Chairs welcomed attendees to the Zoom Meeting.

Review of the Jamboard created during the December 9, 2020 zoom meeting.

**What do you see as PDAC Priorities/Dreams/Goals for this strategic plan?
Emergded from discussion**

Cross-cutting qualities

Entice into the field - can we pull more people to the field broadly - no student debt - forward as opposed to reducing debt after fact--new strategy

How to synthesize innovation with existing requirements - responsiveness to requirements as well as needs of field in a way reflective of quality

Review goal: refresh on discussion; consider representation

Related Strategies

PD - soliciting perspective from PD providers - access to PD and ensuring broad representation of varied sectors of fields serving children and families => their experiences inform future actions

Ensuring broad representation and varied voices directly at table

Representation including teachers at the table-- partnerships require varied voices - informing needs for support/resources

Job embedded PD-- new forms/applications of supporting/developing staff. Apprenticeship programs - mentoring and work count --synergy. Credit for breadth of learning/experience

Coaching and mentoring - leveraging those models in present and future -- reflective of evidence-base. Couple learning and doing

Cohesiveness across pd models - including such things as RBPD, job embedded training - PLA - testing needed - barriers that have precluded attainment of college credit

Alignment and integration opportunities - particularly in terms of present landscape

Big dreams arranged by priority placed (from slide 1)



Each committee went into a breakout session to review the items on the Jamboard, and to think of what is relevant to their committee, themes, areas, or questions for their committee to address in the strategic plan.

Report back from breakout sessions of each PDAC Committee

- **Steering**
 - How do we ensure representation and linkage to all the groups working on related intersecting topics?
 - Equity is a theme – should we add a separate committee on equity or embed equity within the current structure of PDAC
 - Educators/practitioners a leading change on what they need perhaps adding educators/practitioners to PDAC and other committees.
- **Financial Supports**
 - Professionalism
 - Diversity and Inclusion
 - Pipeline: career pathway with high school counselors promoting our field to the best and brightest.
 - Diversity beyond black and brown communities, we need men in the field.
 - Equity in the workplace funding source and access.
 - Respect our workforce to equalize our field: benefits, paid professional development, paid holiday, and paid – embedded – protected planning time.
 - Avocation vs vocation, a worthy vocation for people to aspire to be in ECE.
 - Recruiting the best into our pipeline, not just those with ovaries.
- **Workforce Development and Pathways**
 - Investigate implementing an alignment and infrastructure ad hoc.
 - How do we address cross-committee issues like equity, alignment, perception, communications?

- Value to looking at competencies from lens of professionals - as they relate to pathways.
- **Information and Trends**
 - Early childhood special education, early intervention, trauma-informed.
- **Qualifications and Credentials**
 - Is parity with k-12 the right model for the future?
 - Inform principals (we've done teachers/directors) regarding preparation and ongoing professional development regarding ECE foundational competencies.
 - Are we growing too big and diffused? A profession is a clear defined field of practice – are we professional development system for a growing professional or field? (Home visitor, pyramid model, or mental health specialists)
 - Do we need a separate committee to focus on DEI in addition to considerations within each committee? The DEI committee could help other committees embed authentically within their existing efforts.
- **Higher Education**
 - Full continuum of lifelong learning, continuous professional development across the full scope of career integrating both professional development and higher education at various points along the way with competencies at the center.

Next Steps:

- Using these big ideas and goals sticky notes will help tri-chairs engage with committees as they begin to draft their own specific goals and objectives.
- Looking at the sticky notes we need to look at potential changes to committee structures to better support the work we project together that is next on the horizon.
 - Strong threads around a committee on diversity, equity and inclusion.
- Themes and areas of concentration will be looked at by the PDAC tri-chairs at the next Steering meeting.