

**Professional Development Advisory Council
Workforce Development and Pathways Committee Meeting
April 15, 2024
Minutes**

Christi Chadwick	Lauri Morrison Frichtl
Danan Bush	Lynn Burgett
Gail Nelson	Marie Donovan
Jacqueline Melendez	Marsha Hawley
Julie Lindstrom	Tina Wiegel

Welcome and Review of Minutes Tri-Chairs welcomed members to the meeting.

Review of Minutes

- April 15, 2024
 - Gail Nelson made a motion to accept the minutes.
 - Lauri Morrison Frichtl seconded the motion.
 - Minutes were approved.

PDAC Strategic Planning Phase X

The committee continued to revise their Strategic plan during the meeting.

Below are the goals and objectives that the committee reworked during the meeting:

Goal 1 – Improve access to education, credentials, endorsements, and degrees for current and potential (prenatal to age 5) workforce members.

Objectives:

1. Identify and recommend needed revisions and/or modifications to the current policies and processes for accessing opportunities.
2. Recommend ways to use technology to improve the current and changing ECE workforces' access to various programs offered.
3. Identify and address workforce entry point challenges.

Action Steps

1. Identify successes – What is working?
2. Identify barriers
 - a. Test accessibility
 - b. Demographics
 - c. Funding
 - d. Entry points
 - i. Possible Strategies
 1. Map core health and safety requirements for teachers and teacher assistants
 - a. Align available resources
 - b. Collaborate with those providing financial support in order to allocate additional funding.

Goal 2 – Develop targeted communication and messaging tools.

Objectives:

1. Simplify and streamline communication tools that appeal to a diverse potential and current (prenatal to age 5) workforce members in all early childhood settings.
2. Communicate the mapped career pathways (and associated degrees, credentials, competencies, and endorsements) in a systematic way to educators in all early childhood settings.

Goal 3: Develop systems for identifying and sharing high quality, innovative practices that strengthen recruitment and retention for the prenatal to age 5 workforce.

Objectives:

1. Identify innovative and evolving strategies that help employers attract, develop, stabilize, and retain a high quality and diverse workforce.

Action steps:

Identify audiences that benefit from innovative practices (e.g. Program Directors, early childhood educators, P.D. Providers (faculty and trainers), PDAC, etc.)

Review and identify successful systems (state or national) for sharing innovations (e.g. peer learning, communities of practice, etc.)

- a. Determine metrics for “success”

Implement and test systems for sharing best practices/innovations among various audiences

- b. Identify most popular flexible workplace options (may be generational, cultural, etc.)
- c. Review and identify programs/employers that have successfully expanded flexible work options for staff
- d. Share innovative ways to incorporate flexibility within early childhood structures and practices

Goal 4: Recommend a system to effect reciprocity among qualifications and credentials required by multiple state and regulatory systems. (Inform and partner with the Qualifications and Credentials Committee where needed)

Objectives:

1. Identify barriers to reciprocity (e.g. CDA, director credentials (national /state), Montessori, out of state candidates, home visiting).
2. Determine how flexibility of competencies can support reciprocity.
3. Assess and map competencies met by other credentialing programs.

The Committee took a five-finger vote on the strategic plan, the plan was approved.

Adjourn

