

ANNOUNCEMENTS AND REMINDERS:

- * ALL PARTICIPANTS ARE AUTOMATICALLY MUTED.
- * QUESTIONS FOR SPEAKERS SHOULD BE SHARED IN THE CHAT BOX.

* THIS MEETING WILL BE RECORDED, THE RECORDING WILL BE AVAILABLE AT <https://www.firstup.org/sepecc/> BY END OF DAY.

SEPECC Meeting

Tuesday, March 28, 2023

Meeting will begin at 9:00

Agenda:

9:00 Welcome

9:05 Federal & State Updates

9:15 Advocacy Opportunities

9:40 ELRC & DHS Announcements

9:55 Special Presentation: Business and HR Practices for Staff Retention

10:20 Guest Legislator: Senator Christine Tartaglione

10:35 Community Partner Resources

10:45 Wrap Up

10:50-11:00 Breakout Groups *(optional)*

MARY GRAHAM,
CHILDREN'S VILLAGE

CAROLINE DELLHEIM,
CHILDREN FIRST

FEDERAL & STATE UPDATES



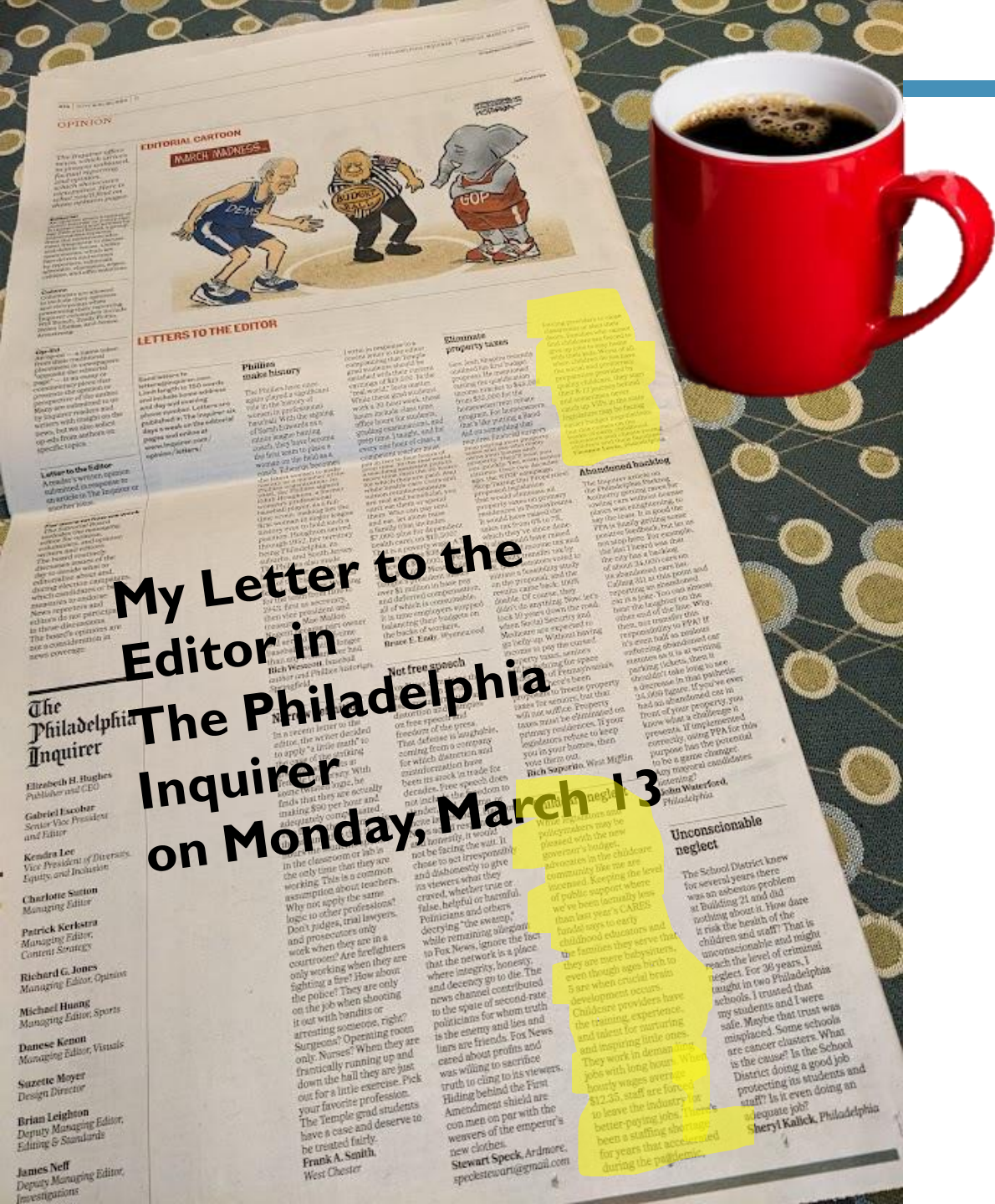
Advocacy



TAKE ACTION ON THE ECE BUDGET

ADD YOUR NAME TO
THE SEPECC BUDGET
RESPONSE LETTER





Childcare support

While legislators and policymakers may be pleased with the new governor's budget, advocates in the childcare community like me are incensed. Keeping the level of public support where we've been (actually less than last year's CARES funds) says to early childhood educators and the families they serve that they are mere babysitters, even though ages birth to 5 are when crucial brain development occurs. Childcare providers have the training, experience, and talent for nurturing and inspiring little ones. They work in demanding jobs with long hours. When hourly wages average \$12.35, staff are forced to leave the industry for better-paying jobs. There's been a staffing shortage for years that accelerated during the pandemic, forcing providers to close classrooms or shut their doors. Families who cannot find childcare are forced to give up jobs to stay home with their kids. Worst of all, when children do not have the social and preliteracy preparation provided by quality childcare, they start their K-12 journey behind and sometimes never catch up. VIPs in the state legislature may be facing easier budget negotiations, but this comes on the backs of early childhood educators and cheats young children and their families.

Eleanor Levie, Philadelphia

ADVOCACY CRAFTS: Paper Plate Flowers

Let's put a face on the

**well-deserved need to fund
childcare!**



**We need much more funding
to
help kids
0 to 5**

BLOSSOM





WE NEED SUBSTANTIAL
INCREASES IN FUNDING
FOR CHILDCARE SO
CENTERS CAN PAY AND
RETAIN TALENTED,
NURTURING,
EXPERIENCED STAFF.

The image features four large, multi-layered paper flowers arranged on a dark, textured wooden surface. Each flower has a central circular cutout containing a photograph of a young child. The flowers are colored purple, pink, green, and orange. The background is a rustic wooden table. The text 'THANK YOU, ACCLAIM ACADEMY, in Germantown, Phila.' is overlaid in white, bold, sans-serif font across the middle of the image.

**THANK YOU, ACCLAIM ACADEMY, in
Germantown, Phila.**



KIA DOUGLASS,
ACCLAIM ACADEMY

PROVIDER
SPOTLIGHT

Every kid age 1-5 and every teacher at this Star 4 center made a flower. There are flowers for the infants, too!

Thank you, Ms. Kia C. Douglass, V. P. of Operations & Exec. Dir. for spearheading this craft!



Proud Crafters!

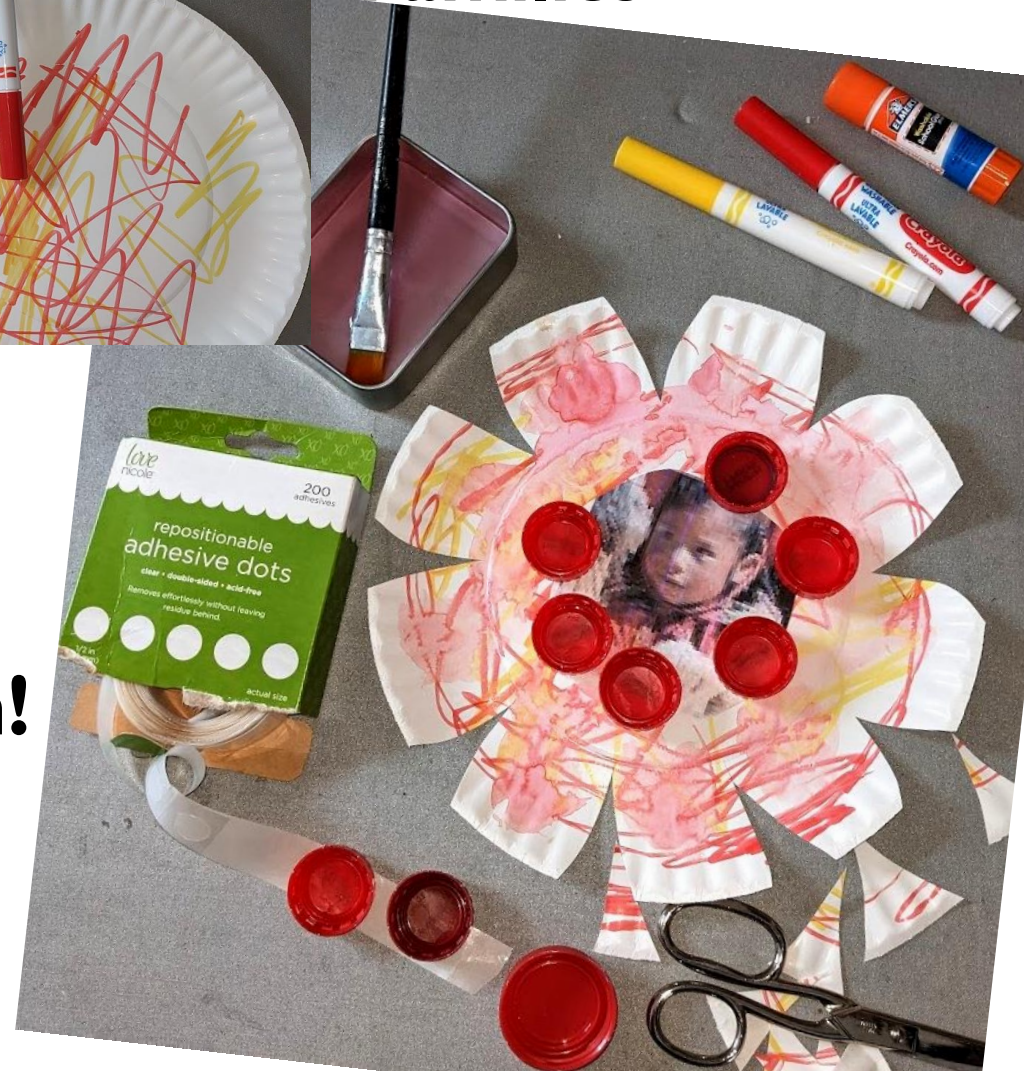




Crafting Flowers with Kids or Families



Grow Our Garden!



The Garden will be displayed in the Capitol Rotunda on April 25 to inspire legislators to fund childcare in the state budget. Join us on April 25 or our other Capitol Caravan dates!



SHINEAL HUNTER,
FAMILY CIRCLE ACADEMY

BRITANYA BROWN, CHILDCARE
CHANGEMAKERS

DAY WITHOUT
CHILD CARE



Day Without Childcare in PA / Un Dia Sin Cuidado Infantil en PA

Why Take Action?

¿Por qué tomar acción?





Our Demands

1. Living wages

for child care providers.

2. An Equitable

child care system built on racial justice.

3. Affordable

child care for all families.



#DayWithoutChildCare

COMMUNITY
CHANGE

Childcare
CHANGEMAKERS

Sign the Pledge!

<https://act.communitychangeaction.org/a/pledge-day-without-childcare-2023>

Join our National Call

<https://act.communitychangeaction.org/a/changemakernationalcalls>

TANA RINEHART,
WARWICK CHILDCARE

PROVIDER
SPOTLIGHT



NAEYC PUBLIC POLICY FORUM

CHALLENGING BEHAVIORS IN EARLY CHILDHOOD SETTINGS (PART I)

SHARON NEILSON
SRNEILSON@VERIZON.NET

**THE VOICE OF EARLY CHILDHOOD
EDUCATION (ECE)
MEMBER**



PROVIDERS SHARED THEIR STORY WITH LEGISLATORS



PART II- POSITIVE PATHWAYS TO CHALLENGING BEHAVIORS

Legislators need to hear from you

Are you providing care for children with challenging behaviors?

Are your teachers and other staff burned-out or leaving as a result?

Please join this important conversation!



THANK YOU!



WE NEED ALL OF OUR ECE COMMUNITY VOICES TO BUILD A STRONGER SYSTEM

Legislators **Behavioral Health Agencies**
Ece stakeholders **Providers**
Early Intervention **Teachers**

AND YOU!

ELRC & DHS Announcements

DIANE GETZINGER - PHILADELPHIA
DGETZINGER@CARINGPEOPLEALLIANCE.ORG

ASIA M. SHEPPARD
ASSHEPPARD@PA.GOV

JAMILA DASHIELL
JDASHIELL@PA.GOV

WORKFORCE SUPPORT GRANT REMINDERS

Contact your local ELRC for assistance or additional information

■ **Workforce Support Grant 1.0 –**

- Deadline to spend Staff Related Expenses was 1/31/2023
- Must return unspent funds to ELRC
- **Deadline to submit reporting form is 3/31/2023**

■ **Workforce Support Grant 2.0 –**

- Required to pay out staff retention bonuses within 45 days of receiving funds
- Required to spend staff recruitment funds within 90 days of receiving funds
- Deadline to submit the reporting form is 6/30/2023

INCREASE TO CHILD CARE WORKS BASE PAYMENT RATES

Contact your local ELRC for assistance or additional information

- **Announcement ELRC 23-01 - Increase to Child Care Works Base Payment Rates for DHS Certified Providers**
 - The Maximum Child Care Allowance rates increased on 3/1/2023. See chart.
 - To update your Private Pay Rates, send Appendix CI with a copy of your published rates
 - Documents received by 3/31/2021 will be effective 3/1/2023.
 - Documents received after 3/31/2023 will be effective the first of the month after received by ELRC

OCDEL-APPROVED CURRICULA AND DEVELOPMENTAL ASSESSMENT TOOLS

Contact your local ELRC for assistance or additional information

- Highlights of the updated list that becomes effective July 1:
 - Newly approve curricula for infants/toddlers –
 - Learning Beyond Paper
 - Second Step
 - Newly approved curricula for pre-k - Learning Beyond Paper
 - No newly approved assessments
 - Sunsetting assessments for infants/toddlers
 - Curriculum Associates: BRIGANCE® Early Childhood Developmental Inventory (ECDI)
 - Curriculum Associates: BRIGANCE® Head Start Developmental Inventory (HSDI)
- **Announcement ELRC 22-07 - OCDEL-Approved Curricula and Developmental Assessment Tools in Keystone STARS**

ELRC REMINDER AND OFFICE CONTACT INFORMATION

Contact your local ELRC for assistance or additional information

Remember to ensure your information is up to date in the PD Registry. This will help streamline your Keystone STARS designation process.

| Region 15 Delaware County | Region 16 Bucks County | Region 17 Montgomery County | Region 18 Philadelphia | Region 19 Chester County |
|---|---|---|--|---|
| Delaware County Elrc15-email@delcohsa.org | Community Services for Children ELRC16@cscinc.org | Montgomery County ELRCRegion17@pa.gov | Caring People Alliance info@philadelphiaelrc18.org | Public Health Management Corporation (PHMC) ELRC19@phmc.org |
| Office Location | Office Location | Office Location | Office Location | Office Location |
| 20 South 69 th St 4 th Floor Upper Darby, PA 19082-2528 610-713-2115 1-800-831-3117 Fax: 610-713-2333 | Fairless Hills 333 Oxford Rd, Suite 402-403 Fairless Hills, PA 19030-2624 833-229-6928 215-486-2524 Fax: 267-202-6517 | Montgomery County P.O Box 311 1430 Dekalb Street Norristown, PA 19404 610-278-3707 1-800-281-1116 Fax: 610-278-5161 | 2361-2372 Welsh Road Philadelphia, PA 19114 (215) 382-4762 1-888-461-KIDS (5437) Hearing Impaired TTY Service 1-877-PA-Kids (1-877-472-5437) Fax: (215) 382-1199 | Chester County Intermediate Unit 455 Boot Rd, Downingtown, PA 19335-3043 484-593-5050 1-866-262-8565 Fax: 610-343-1605 |
| | Quakertown 136B Mill Rd Quakertown, PA 18951 833-229-6928 267-898-3980 Fax – 267-247-5122 | | | |



Special Presentation: Business and HR Practices for Staff Retention

Mary Graham, Children's Village Philadelphia



Staff Retention

- ▶ What are the challenges in retaining staff?
- ▶ Why are staff leaving?
- ▶ Money is not always the number one reason
- ▶ Other issues:
 - ❑ Lack of transparency
 - ❑ Lack of communication
 - ❑ Lack of consistency
 - ❑ Lack of ability for professional growth

Recruitment

- ▶ Attractiveness of Offer
 - ▶ Location
 - ▶ Schedule
 - ▶ Compensation – salary & benefits
 - ▶ Work environment – communication, clear expectations, stable workforce, supportive management, career pathway

Recruitment - Advertising

- Do you track how individuals learn about your agency?
- What works best for you? Social Media; ECEhire.com; Indeed; Print Media; Local Newspapers
- Word of Mouth
 - Referrals
 - Parents
 - Staff/Board

Job Descriptions

- ARE THEY ACCURATE? Do position descriptions include information as specified on the position description format used in the SharedSourcePA template?
 - Title
 - Summary of position
 - Essential functions of position
 - Qualifications required for position
 - Supervisor of position
 - “Additional related duties as assigned”
- Are they clear and professional?
- Are teachers expected to clean?
- Are teachers expected to perform scheduling (parent/teacher conferences)?
- Are teachers expected to perform data entry?

Job Descriptions

One of the most prevalent issues is incorrect title assigned to the position. What titles do you give your teaching staff? Are they accurate? Do families understand what titles mean?

CHECK THE DHS definitions for teaching staff

DHS Regulations - Teacher Aide

§ 3270.37. Aide qualifications and responsibilities.

- (a) An aide is responsible for assisting in the implementation of daily program activities.
- (b) An aide shall have attained one of the following **qualification levels**:
 - (1) A **high school diploma** or a general educational development certificate.
 - (2) A minimum of an **8th grade education and enrollment in a training curriculum** described at § 3270.31(c) (relating to age and training). The classroom training portion of the curriculum shall be completed. Documentation of completion of classroom training and continuing enrollment in the training curriculum shall be included in the staff person's file.
 - (3) A minimum of an **8th grade education and 2 years of experience with children**.
- (c) An aide or a combination of aides shall be supervised at all times by a staff person qualified at minimum as an assistant group supervisor.

DHS Regulations - Assistant Group Supervisor

§ 3270.36. Assistant group supervisor qualifications and responsibilities.

- (1) Assisting in the implementation of daily activities under the guidance of the group supervisor.
- (2) Coordinating daily activities and supervising aides in the absence of the group supervisor.
- (b) An assistant group supervisor shall have attained one of the following **qualification levels**:
 - (1) A **high school diploma** or a general educational development certificate and **30 credit hours** from an accredited college or university **in early childhood education**, child development, special education, elementary education or the human services field.
 - (2) A **high school diploma** or a general educational development certificate, including **600 or more hours of secondary training** described in § 3270.31(c) (relating to age and training).
 - (3) A **high school diploma** or a general educational development certificate, **15 credit hours** from an accredited college or university **in early childhood education**, child development, special education, elementary education or the human services field **and 1 year of experience with children**.
 - (4) A **high school diploma** or a general education development certificate and **completion of a post-secondary training curriculum** described in § 3270.31(c).
 - (5) A **high school diploma** or a general educational development certificate and **2 years experience with children**.

DHS Regulation - Group Supervisor

§ 3270.35. Group supervisor qualifications and responsibilities.

- (1) Planning and implementing daily program activities.
- (2) Coordinating activities of assistant group supervisors and aides.
- (3) Assisting the director with designated activities.

(b) A group supervisor shall have attained one of the following **qualification levels**:

- (1) A **bachelor's degree** from an accredited college or university **in early childhood education**, child development, special education, elementary education or the human services field.
- (2) A **bachelor's degree** from an accredited college or university, including **30 credit hours in early childhood education**, child development, special education, elementary education or the human services field and 1 year of experience with children.
- (3) An **associate's degree** from an accredited college or university **in early childhood education**, child development, special education, elementary education or the human services field and 2 years of experience with children.
- (4) An **associate's degree** from an accredited college or university, including **30 credit hours in early childhood education**, child development, special education, elementary education or the human services field and 3 years of experience with children.

(c) In a facility in which 45 or fewer children are enrolled, a group supervisor or a director/group supervisor shall be employed by and be present at the facility site for a minimum of 30 hours per week.

Hiring

- Interview(s)
 - Via phone or in person
 - Standard set of questions
 - One or more interviewer
 - Supervisor, colleague
 - Opportunity to demonstrate skills
 - With children
 - Written communication
- References
 - Professional recommendations/references

Orientation

- Orientation Content

- Certification requirements
- CCDBG requirements
- Keystone STARS requirements
- Program-specific requirements

- Orientation Process

- How is orientation deemed complete?
- How is orientation deemed successful?
- Is new hire paid for orientation?
- Is new hire counted in ratio during orientation?

SALARY SCALE

- What is it?
- What purpose does it serve?
 - Recruitment
 - Retention

Early Childhood Education Salary Scale **Sample**

Early Childhood Education Salary Averages*

| | High School Diploma | High School + CDA | A.A. in ECE | B.A. in ECE | M.A. in ECE |
|---------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Classroom Aide | 21,000 | 21,500 - 22,000 | | | |
| 1-2 years experience | 21,000 | 21,500 | N/A | N/A | N/A |
| 3-5 years experience | 21,000 | 22,000 | | | |
| Assistant teacher | 21,000 - 22,500 | 21,000 - 23,500 | | | |
| 1-2 years experience | 21,000 | 21,000 | N/A | N/A | N/A |
| 3-5 years experience | 22,500 | 23,500 | | | |
| Classroom Teacher | | | 26,500 - 27,000 | 30,500 - 31,000 | 32,500 - 33,500 |
| 1-2 years experience | N/A | N/A | 26,500 | 30,500 | 32,500 |
| 3-5 years experience | | | 27,000 | 31,000 | 33,500 |
| Lead Teacher | | | 28,500 - 29,000 | 29,500 - 32,000 | 32,500 - 35,000 |
| 1-2 years experience | N/A | N/A | 28,500 | 29,500 | 32,500 |
| 3-5 years experience | | | 29,000 | 32,000 | 35,000 |
| Master Teacher | | | | 32,000 - 34,000 | 34,000 - 36,000 |
| 1-2 years experience | N/A | N/A | N/A | 32,000 | 34,000 |
| 3-5 years experience | | | | 34,000 | 36,000 |
| | | | | | |
| Program Director | | | | 35,000 - 38,000 | 38,000 - 42,000 |
| 1-2 years experience | N/A | N/A | N/A | 35,000 | 38,000 |
| 3-5 years experience | | | | 38,000 | 42,000 |
| Assistant Director | | | | 35,000 - 45,000 | 45,000 - 60,000 |
| 1-2 years experience | N/A | N/A | N/A | 35,000 | 45,000 |
| 3-5 years experience | | | | 45,000 | 60,000 |
| Executive Director | | | | | 45,000 - 85,000 |
| 1-2 years experience | N/A | N/A | N/A | N/A | 45,000 |
| 3-5 years experience | | | | | 65,000 - 85,000 |

Creating Salary Scale

- Date
- Relevant positions only
- Consistent job titles
- Licensing, QRIS & program funding requirements
- Internal consistency
- Math
 - Can you afford to pay higher wages?
 - How do you know?

Examples of benefits

| |
|---|
| Health insurance |
| Dental insurance |
| Vision insurance |
| Prescription coverage |
| Life insurance |
| Paid holidays |
| Paid bereavement leave |
| Paid vacation time |
| Paid personal time |
| Paid sick leave |
| Paid release time for approved Professional Development and education |
| On-site child care at a discount |
| Short-term disability insurance |
| Long-term disability insurance |
| 401(k) plan |
| Flexible spending plan |
| Retirement plan |
| Employee Assistance Program |
| Discounted gym membership |
| Participation in T.E.A.C.H. (if eligible) |
| Contribution towards membership in approved professional organization |

Examples of benefits

Paid breaks – can you afford to do this?

Before you say NO WAY....figure out how much it costs to:

- ☐ recruit and interview an applicant
- ☐ on board and train a new employee
- ☐ how long does it take?
- ☐ what are your real costs?
- ☐ what are your hidden costs?
- ☐ In reality it takes more than 6 months for a new employee to feel comfortable and competent in their new role
- ☐ The true cost of this process costs significantly more than it costs to pay for employee's breaks. Aren't real professionals paid for breaks?

Why do staff STAY?

Do you ever interview long term staff and ask why they continue working with you? Often it has less to do with wages. It has to do with the work environment, how they are viewed by administration and families; is there room for professional growth? What is in it for them for staying with your organization??

CONTACT INFORMATION

Mary Graham

maryg@childrensvillagephila.org

215.514.5407

SEPECC GUEST, SENATOR CHRISTINE TARTAGLIONE



- What drew you to serving in the legislature?
- What are your agenda policies for early learning this year?
- The child care industry continues to be in a dire crisis due to the workforce shortage. What will you and your fellow legislators do to help solve address this situation during this legislative season?
- What do you recommend early learning professionals do on our end to help address the child care crisis?

COMMUNITY PARTNERS

Minnette Taylor
Mini Montessori Academy

Jackie Groetsch
First Up

Family Child Care Advisory Council & Mini Montessori Academy Celebrates ECE Educators

Minnette Taylor, CEO & Executive Director of Mini Montessori Academy



TEACHER APPRECIATION CELEBRATION: MAY 6TH, 2023



Family Child Care Advisory Council and Mini Montessori Academy

Presents

A Celebration of ECE Educators

By Us, For Us!

Enjoy a day of celebrating ECE Educators along with our **special guest State Senator Anthony Williams**, and keynote **speaker Dr. Essence Presley**. We will recognize programs pursuing National Association for Family Child Care (NAFCC) accreditation, engage in Community-of-Practice style trainings, an Entrepreneurial round table discussion, and Mini Montessori Academy will host its 7th Annual Teacher's Appreciation Awards Luncheon! It will be a celebration for all to enjoy!

Flat Rate for the Event: \$25

Check-in starts at 8:00 am

Location: **Universal Audenried Charter High School**
3301 Tasker Street,
Philadelphia, PA 19145




**FAMILY CHILD CARE ADVISORY COUNCIL
& MINI MONTESSORI ACADEMY
PRESENTS**


A CELEBRATION OF
ECE EDUCATORS
By Us, For Us!

- 8:00 AM WELCOME, LEGISLATIVE SPEAKER, KEYNOTE, NAFCC CELEBRATION
- 10:15 AM PD SESSION #1
- 12:00 PM PD SESSION #2
- 2:00 PM 7th ANNUAL TEACHER'S APPRECIATION AWARDS

**AUDENREID CHARTER HIGH SCHOOL
3301 TASKER ST. PHILA, PA 19145**

**SATURDAY
MAY 6 2023**

Special Guest


STATE SENATOR ANTHONY WILLIAMS


DR. ESSENCE PRESLEY
 KEYNOTE SPEAKER

\$25
 CONFERENCE RATE





 Saturday,
May 6th, 2023


 Minnette Taylor, M.Ed.,
Founder & CEO

Mini Montessori Academy

Presents the
7th Annual Teacher Appreciation Luncheon
 For Early Childhood Educators
*Success begins with an awesome teacher like
"YOU"*


Speaker
 Stacey Mitchell Precia, M.Ed.,
Vice President

Includes:
 Appreciation Award
 Music
 Food
 Teacher Resources
 Teacher Gift Bag
 Raffle & Give Away
 Awarded 3 PD Training

Thank You
 Montessori Programs
 Family & Group Child Care
 Center Child Care
 Head Start & PreK Counts

Register Here

Sponsor & Donation

858-751-9116
www.minimontessoriacademy.com

Register Here: <https://www.Firstup.Org/fcc-conference-registration/>

Donation: <https://forms.gle/NKgDzBgJHExiFK9T6>



Jackie Groetsch
jackie.groetsch@firstup.org

Advocacy: The Key to Impacting Change in Early Learning



The act of pleading or arguing in favor of something, such as a cause, policy, or intervention, or the active support of an idea.

Free PD Training via Zoom
2 PQAS hours available

■ **Tuesday, April 4th at 1:00 - 3:00pm**

<https://www.papdregistry.org/register.aspx?evid=352663>

-or-

■ **Wednesday, April 12th at 6:00 - 8:00pm**

<https://www.papdregistry.org/register.aspx?evid=352664>



Advancing quality early care
and education in Bucks, Chester,
Delaware, Montgomery and
Philadelphia Counties

2023 SEPECC COMMITTEE VOLUNTEERS

Steering Committee

Damaris Alvarado-Rodriguez (Co-Chair)
Unis Bey
Zakiyyah Boone (Co-Chair)
Laverne Cheeseboro
Latonta Godboldt
Mary Graham
Jackie Groetsch
Kim Heuschkel
Shineal Hunter
Jacki Jay
Kellie Ketchum-Umphrey
Sharon McClafferty
Minette Taylor
Shawn Towey

Advocacy Workgroup

Dionne Chambers
Laverne Cheeseboro
Shirlee Howe
Jacob Kurtz
Eleanor Levie
Sim Loh
Manal Nacheff
Elizabeth Ozer
Shawn Towey
Robyn Younger

Advisory Council

Stephanie Blake
Norma Finkelstein
Diane Getzinger
Pamela Haines
MaryKay Mahar
Maddy Malis
Elizabeth Ozer
Khadijah Sabir

Social Media Workgroup

Kellie Ketchum-Umphrey
Eleanor Levie
Sim Loh
Shawn Towey

- **1-Minute Exit Survey** to provide feedback on the effectiveness of today's meeting: <https://forms.gle/LqqQqkY6Hvnpj5cF9>
- **Upcoming Meetings: April 18, May 16 & June 27**
- **Meeting Registration Links** on First Up/SEPECC
Webpage: <https://www.firstup.org/sepecc/>

MEETING WRAP UP

BREAKOUT ROOMS

We will break out into randomly assigned small groups for all who wish to join.