

Workforce/ Professional Development Workgroup
April 18, 2007
Minutes

The group reviewed work from the previous meeting and continued on creating the Workforce / Professional Development Workgroup- Strategic Mission Statement.

To achieve the goal of providing highly qualified and diverse workforce in each Orange County early childhood setting (public, private, and nonprofit) by 2015, we support and advocate the following:

- Articulation of OC Institutions of Higher Education
- The recruitment and academic and career advisement of undergraduate students
- approved ongoing professional development with in a defined career matrix, and
- At last on teacher with a bachelor's degree in early childhood or a related field in each OC classroom.

Other brainstorming on Vision and Purpose are listed below:

Vision

- Access to ECE advisors
- Replicate existing effective CARES programs (Advisement program, sub pay, book loans, reimbursement) (6)
- Well advised students (11)
- Collaboration with ALL OC colleges (11)
- Advocate for improve/revamp licensing (teacher Requirements) (
- Advocate for Early Learning Credential
- Teachers with BA degrees (by 2010) (13)
- Advocate and monitor for Parity in wages with K-12 teachers (2)
- Alternative delivery systems
- All staff development courses provided by WASC accredited institutions
- Multiple pathways to earn credentials (3)
- Transition permit holders to degrees
- Assist EL students in coursework (3)
- Promote and requite ECE as a desirable field (2)
- Encourage and support collaboration of Professional Organizations (4)

Top 5 Priorities

1. Teachers with BA degrees by 2015
2. Collaboration with ALL OC Colleges
3. Well advised students/ access to ECE Advisors
4. Replicate CARES program
5. All Professional Development provided by Accredited Institutions

Our target work:

Career Development Matrix
Articulation between 2 and 4 year institution
Effects of Foundations

Appropriate Standards
Counseling Supports
Continuous Development
Dual Language ACQ for Staff
Compensation

Homework for the next meeting was assigned to all group members.

Each pair will investigate Universal Preschool Programs in other states (with particular attention to the Workforce Development section) and report back to the group.

Barbara Easton and Darcy Kass – North Carolina

Cyndee Kramer and Barbara Lowery – Texas

Cathy Wietstock and Susan Shipstead – New Jersey

Susie Valdez and Jenny Chaiyakal – Kentucky

Gwen Morgan-Bezell and Debi Miles – Georgia

_____ and _____ - Oklahoma

_____ and _____ - Florida