



## NH Early Childhood Strategy Team 3 – Meeting 5 Notes

*Strategic Theme 3: Investment in early childhood programs and services*

September 7<sup>th</sup>, 2022 1:00-3:00pm

*GSG Facilitator:* Christine Koehn

*GSG Notetaker:* Olivia Gunthert

Participants:

- ❖ Christine Brennan
- ❖ Joelyn Drennan
- ❖ Ben Hoffman

### **Summary of team purpose:**

During today's meeting, the team will discuss the outcomes of yesterday's NH Strategic Plan for Early Childhood Subcommittee meeting. They will go over proposed changes to the template/initiative and discuss how to implement these changes.

### **I. Strategic Theme Template Discussion:**

The team discussed adding an initiative to **Objective 1** (leverage and sustain new and existing funding).

### **Brainstorming new initiative: How might we tackle it?**

- Education system is important part of care system – learned this during covid → thinking about changing the structure to say the foundational years where children need adult supervision needs to be looked at
- Opportunity for innovation and rethinking what education and care looks like
- First piece is educating folks on the funding structure schools use, so people can make informed choices for their children – not just childcare but the education structure itself
- How do we do a salary study or understand what jobs require and pay → trying to rebalance what the compensation is to get folks into the field
- Break it down by are they credentialed, entry-level, their degree level, etc.
- Looking into the true cost of care
  - Looking into benefits provided are paying, their rent/mortgage, etc. → want this for the child care sector as well
- Lot of confusion about what early childhood means
- Looking at working and interacting with children birth through age 8
- Educate people about education, so they're making informed choices about child care education, structure, etc.

- Hard to find people for certain positions due to the skill sets required
- Anyone whose work directly touches children and families, those doing direct service
  - Understanding the current salary structure across the field, determine roles with below livable wages, develop strategies to increase and sustain the wages for these roles
    - Also, how to sustain it → this is part of the next step
  - Role of one-time funds and concern when these go away
- Pathway from care and education
- Educating people on the importance and value of education – legislators, general public, everyone, etc.
  - Could inform a communications strategy or marketing campaign
- What does a family save when their child goes into public school? What does it save them economically?
- What ages are we looking at? What salaries are we looking at?
- Be sure to look at data at the state and regional levels
- Building capacity allows the workforce and family to understand the child’s crucial developing years
- Modernize our aging infrastructure
- *Adding new initiative 1B: Develop and implement a wages study across the various roles within the early childhood field*
- Resources provided at the end of the discussion:
  - Early Educator pay & Economic Insecurity Across the States: <https://cscce.berkeley.edu/workforce-index-2020/the-early-educator-workforce/early-educator-pay-economic-insecurity-across-the-states/>
  - The True Cost of High-Quality Child Care Across the United States: <https://www.americanprogress.org/article/true-cost-high-quality-child-care-across-united-states/>
  - School-Age Child Care: Overlooked and Under-resourced: <https://www.clasp.org/publications/fact-sheet/school-age-child-care-overlooked-and-under-resourced/?emci=2d093e46-8eae-eb11-85aa-0050f237abef&emdi=24caa181-46af-eb11-85aa-0050f237abef&ceid=2835262>

**II. Next Steps:**

Chris will send the updated template/info to the team to review based on today’s conversation. The team discussed the next phases of the process, action planning and implementation.

**III. Next Meeting:**

- September 13<sup>th</sup>, 9-11am: Council for Thriving Children meeting (in-person)
- Upcoming sessions for families and early childhood stakeholders to provide feedback on New Hampshire’s Early Childhood Strategic Plan:
  - September 20<sup>th</sup>, 1-2:30pm @ The Family Resource Center at Gorham: 123 Main St #1, Gorham, NH 03581

- September 21<sup>st</sup>, 9:30-11am @ New Futures in Concord: 100 N Main St #400, Concord, NH 03301
- September 22<sup>nd</sup>, 6-7:30pm on Zoom: [Click here to register](#)
- Information for each session and a registration link for the virtual meetings can be found on the Council's website:  
<https://councilforthrivingchildren.org/meetings>