Early Learning Legislative Advisory Committee
March 2, 2023
4 – 6:00 pm

AGENDA

Charge of the Committee:
Make recommendations to the City Council on the potential design and implementation of a locally governed program to ensure universal and equitable access to early care and education for all Saint Paul children

1. Small Group Discussion (45 minutes)

2. Whole Group Share-Out (15 minutes)

3. Large Group Discussion (55 minutes)

4. Closing (5 minutes)

Early Learning Legislative Advisory Committee
Group Norms

- Dedicate time to check in on norms at each meeting.

- Start on time/End on Time.

- "Step Up" & "Step Back".

- We use "thumbs up" for group acknowledgment/to move on as a group.

- Have the conversation/ask questions inside this space.

- Be willing to ask questions.

- Respectfully disagree.

- Avoid acronyms or other uncommon terms - be willing to explain what those things are to the group.

- Gain acknowledgment before speaking - take turns when speaking or asking questions.

- Hold questions for guest speakers/panelists until they are finished speaking or presenting - write your questions down.

Early Learning Legislative Advisory Committee
Group Norms

- Dedicate time to check in on norms at each meeting.

- Start on time/End on Time.

- "Step Up" & "Step Back".

- We use "thumbs up" for group acknowledgment/to move on as a group.

- Have the conversation/ask questions inside this space.

- Be willing to ask questions.

- Respectfully disagree.

- Avoid acronyms or other uncommon terms - be willing to explain what those things are to the group.

- Gain acknowledgment before speaking - take turns when speaking or asking questions.

- Hold questions for guest speakers/panelists until they are finished speaking or presenting - write your questions down.

Early Learning Legislative Advisory Committee
March 2, 2023
4 – 6:00 pm

Meeting Notes

Attendees: Lynne Bolton, Rachel Boettcher, Eric Haugee, Halla Henderson, Mitra Jalali, Megan Jekot, Hwa Jeong Kim, LaVon Lee, Nicolee Mensing, Kristenza Nelson, Rebecca Noecker, Khalid Omar, Kera Peterson, Tracy Roscoe, Maria Scot, Brittany Trinidad Sprung, Sai Thao, Stephanie Thomas, Quentin Wathum-Ocama, Barb Yates

Charge of the Committee:
Make recommendations to the City Council on the potential design and implementation of a locally governed program to ensure universal and equitable access to early care and education for all Saint Paul children

1. Greeting

2. Small Group Discussion
    a. The Committee met in small groups to discuss the final questions.

3. Whole Group Share-Out
    a. Small Groups shared their thoughts on the final questions.

4. Large Group Discussion
    a. Each committee member shared their final thoughts about the questions, the process, and what they hoped the other Committee members would take into consideration as they answered the final exit survey.

5. Closing
    a. Quentin and Kristenza shared instructions for the exit survey.

Early Learning Legislative Advisory Committee
Group Norms

- Dedicate time to check in on norms at each meeting.

- Start on time/End on Time.

- "Step Up" & "Step Back".

- We use "thumbs up" for group acknowledgment/to move on as a group.

- Have the conversation/ask questions inside this space.

- Be willing to ask questions.

- Respectfully disagree.

- Avoid acronyms or other uncommon terms - be willing to explain what those things are to the group.

- Gain acknowledgment before speaking - take turns when speaking or asking questions.

- Hold questions for guest speakers/panelists until they are finished speaking or presenting - write your questions down.

Early Learning Legislative Advisory Committee
Group Norms

- Dedicate time to check in on norms at each meeting.

- Start on time/End on Time.

- "Step Up" & "Step Back".

- We use "thumbs up" for group acknowledgment/to move on as a group.

- Have the conversation/ask questions inside this space.

- Be willing to ask questions.

- Respectfully disagree.

- Avoid acronyms or other uncommon terms - be willing to explain what those things are to the group.

- Gain acknowledgment before speaking - take turns when speaking or asking questions.

- Hold questions for guest speakers/panelists until they are finished speaking or presenting - write your questions down.

Discussion Questions for March 2, 2023

1. **What is considered competitive pay and benefits for childcare workers, and what actions can we take to ensure this is met for all workers in our program?**

   Previous Comments:

   - *We could tie dollars to paying providers at a level that mirrors K-12 educators. In terms of actions we can take... we could couple the growth of the program (i.e., scholars coming in and families being served) with an increase in the pot of money we have to pay the ECE workforce a wage that's reflective of this being a career field.*
   - *Should be aligned with K-12 pay and benefits*
   - *Compensation varies-often at the low end. Not sure what a competitive rate of pay is locally. Our salary range is $20-27 hourly.*
   - *I think this is an issue and that it will probably need to be solved at state or federal level. If the cost of care for the child is at market rate, that will certainly help contribute.*
   - *No change in answer...*
   - *$20~$30/ bring early childcare in alignment with school age teachers*
   - *Striving for a pay scale adjacent to Saint Paul educators feels like a good goal; would be curious to see what that looks like when considering tenure, accreditation and other factors*
   - *Let's look at the educators k-12 pay scale and benefits as a sample.*
   - *in line with SPPS teacher salary pay scale*

2. **How do we ensure our program expands employment rather than takes away from the current childcare workforce?**
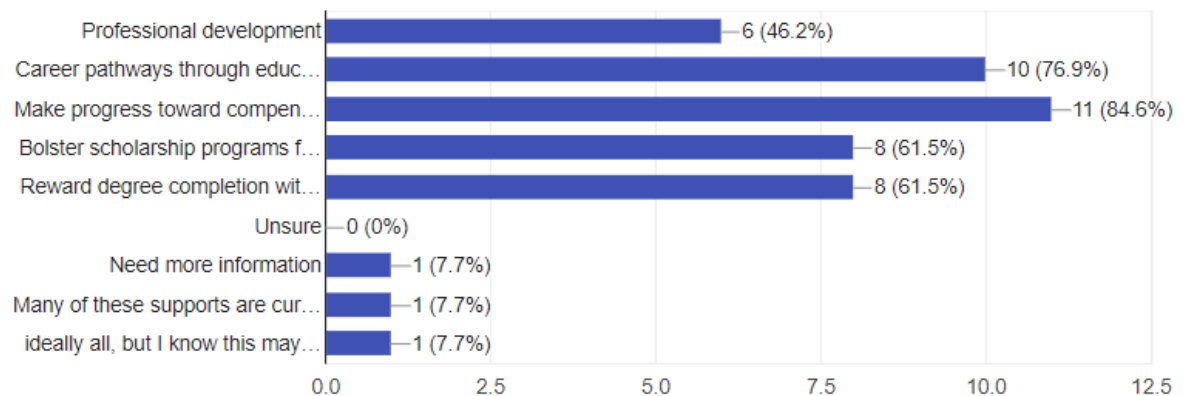
   Previous Comments:

   - *My hope is that folks interested in the childcare field will feel more confident to do so knowing there is a dedicated source of funding to transform the whole system over time into being more so viewed as a well-paying career.*
   - *I'm not clear on what this is asking.*
   - *Equitable compensation across early learning programs.*
   - *I am not sure I understand- why would this program negatively effect childcare workforce? I would assume that it would actually help boost wages if it pays for cost of care*
   - *I think vouchers for family choice is helpful as well as having a streamlined way for providers to get paid.*
   - *Expanding pay.*

3. **What, if any, professional development and support should the program offer to participating providers?**

Previous Comments:

What type of support should Saint Paul fund for providers in a Saint Paul early learning system? (Check all that apply.)

- *Professional development*
- *Career pathways through education, experience, demonstrated competencies, and compensation*
- *Make progress toward compensation and benefit standards at parity with kindergarten teachers*
- *Bolster scholarship programs for early educators*
- *Reward degree completion with wage supplements*
- *Other*

- *I think some of these things would be good however I think the funding should be used first for children getting care*
- *I'd love to see the cost breakdown of serving kids in certain age groups and all age groups 0-5.*

4. **What governing structure should the program have, and how should it be held accountable for fiscal and program performance?**

Previous comments:

The early care and education program should be overseen by a Governing Board which will be responsible for meeting the legal requirements of the City of Saint Paul, both through ordinance and any contract with the City. The Governing Board should have dedicated seats for parents,

providers, educators, government agencies and elected officials, and be advised by a Parent/Provider Policy Council. (62.5% agree)

- *Agree, but with edits to the size of voting member groups (more parents and providers)*
- *Add more parents and providers*
- *Support with more parents and providers on board*
- *We need parents, teachers, and providers at the table.*
- *Can't answer this without more details on the role of any governing board, and methods of accountability.*
- *I feel like this depends on the determination of the oversight*
- *It should have more providers and parents*
- *Need to see more parents - if dollars are directly given out, would still want to see a board to monitor those funds and report back.*
- *Will this board be overseeing the organization? Will this be a paid board? How does the board get out together?*
- *With an expansion 3 parents 3 providers*
- *The governing board should include the same number of parents and providers as other members in the board.*
- *But make up of board and the power it has I have questions about.*

How should the early care and education program be held accountable for fiscal and program performance by the City of St. Paul?

- *A governing board would be a good plan to help with this, accountability like a dashboard, and consistent info shared with councilmembers*
- *Contract with performance and fiscal expectations clearly*
- *Quartet review of progress towards performance goals*
- *The City Council should be responsible for this program, since it uses public dollars*
- *City council*
- *Annual report, presentations to council*
- *So dependent on the model - I am unsure at this point*
- *Annual report nonprofit/ presenting biannually city council*
- *I would like more information on how nonprofits and city contract accountability for programs.*
- *Annual program & financial reports to the City Council. In person-verbal reports to the Council several times a year. council*
- *Ahhh, honestly indifferent. We need to make sure folks who are impacted know what the expectations are!*

5. **Should the early care and education program solicit donations from philanthropic and private sources to supplement its public funding?**

Previous Comments:

The early care and education program should solicit donations from philanthropic and private sources to supplement its public funding. (25% agree)

- *I'm concerned about strings being attached to this money*
- *That makes people accountable to people and organizations that donate.*
- *There was a lot of good conversation about this today, and I do see the reasoning behind not wanting to accept funds that have any strings attached. At the same time, I wonder if there's a way to somehow MAKE SURE there are no strings attached? It feels like we'd want to accept funds, especially some grants, that focus on early care, education, and support. I think I want to know more about the potential downsides of accepting other funds and whether there is a true, concrete way to ensure that no strings are attached it these funds.*
- *I think it creates a lot of accountability questions.*
- *Need more discussion.*
- *For general operating costs.*
- *Questions around if/how these private sources dictate how money is spent.*
- *Information that speaks to the restraints/challenges of receiving & co-mingling philanthropic and private sources to supplement public funding. What are the pros & cons?*
- *No private dollars.*

Exit Survey for the Early Learning Legislative Advisory Committee

Early Learning Legislative Advisory Committee

* Required

Program Design

Preamble

Thank you for participating in the Early Learning Legislative Advisory Committee. Since October 2022, this committee has held regular meetings to discuss issues related to the potential creation of a local early care and learning program in the City of Saint Paul and to make recommendations to the City Council regarding its findings. We appreciate you taking the time to formally vote in this exit survey.

Upon receiving the final report from this Committee, the City Council will decide whether, how and when to act on its findings and recommendations. The purpose of this survey is to inform a comprehensive final report that captures as well as possible the range of views within the committee in order for policymakers to determine the next best steps forward, with ongoing community input. We encourage you to be candid and forthright in your responses so that the Council can understand your input clearly.

We thank you for your thoughtfulness and expertise shared throughout this process and appreciate you taking the time to complete this by 11:59PM on Sunday, March 5.

Instructions for the Exit Survey

Your responses on this survey will be the basis of the recommendations that will be presented to the Saint Paul City Council on March 22nd regarding the creation of a local early care and learning program (referred to in this survey as the "program").

The final results will be presented to you at the March 16th ELLAC meeting. Items receiving 75% agreement or above will be considered recommendations; Strongly Agree and Agree responses will be considered agreement. Trends in open-ended responses will be pulled out and summarized for Councilmembers for their general awareness. All results will be shown in the final report, including the strength of the support with general color coding categories. All comments will be included in the final report.

Please complete the survey by the 11:59 PM on Sunday, March 5th.

1. To be eligible for program funding, all families must be residents of the City of Saint Paul.   *

    Mark only one oval.

    ◯ Strongly Agree

    ◯ Agree

    ◯ Disagree

    ◯ Strongly Disagree

2. Comments:

    _____

    _____

    _____

    _____

    _____

3. Families should be eligible to receive program funding without regard to immigration   *
    status.

    Mark only one oval.

    ◯ Strongly Agree

    ◯ Agree

    ◯ Disagree

    ◯ Strongly Disagree

4. Comments:

    _____

    _____

    _____

    _____

    _____

5.   If the revenue for the program is raised solely by Saint Paul taxpayers, program funding   *
      should only go to providers located in Saint Paul.

      Mark only one oval.

      ◯ Strongly Agree

      ◯ Agree

      ◯ Disagree

      ◯ Strongly DIsagree

6.   Comments:

      _____

      _____

      _____

      _____

      _____

7.   A process or waiver should be developed for granting program funding to a provider   *
      outside of Saint Paul in extenuating circumstances.

      Mark only one oval.

      ◯ Strongly Agree

      ◯ Agree

      ◯ Disagree

      ◯ Strongly Disagree

8.   Comments:

      _____

      _____

      _____

      _____

      _____

9. Program funding can cover tuition at the following settings (check all that apply). *

Check all that apply.

☐ Saint Paul Public Schools

☐ Head Start and Early Head Start

☐ Licensed Family Child Care

☐ Child Care Centers

☐ Legal non-licensed family, friend and neighbor care

10. Comments:

_____

_____

_____

_____

_____

11. Saint Paul should continue to evaluate how best to support unpaid family, friend, and   *
neighbor care.

Mark only one oval.

◯ Strongly Agree

◯ Agree

◯ Disagree

◯ Strongly Disagree

12. Comments:

_____

_____

_____

_____

_____

13.   Program funding should be available for any scheduling option that meets families'   *
      needs, from part-time up to and including year-round, full- and extended-day care.

      Mark only one oval.

      ( ) Strongly Agree

      ( ) Agree

      ( ) Disagree

      ( ) Strongly Disagree

14.   Comments:

      _____

      _____

      _____

      _____

      _____

15.   Program funding should follow the child or fund seats at providers for any child to use   *
      (similar to Pathway I and II Early Learning Scholarships). Both ways should be included.

      Mark only one oval.

      ( ) Strongly Agree

      ( ) Agree

      ( ) Disagree

      ( ) Strongly Disagree

16.   Comments:

      _____

      _____

      _____

      _____

      _____

17. Program funding should fully cover the cost of care for families at 185% federal poverty   *
     level and below. Families who earn more should be subsidized on a sliding scale.

Mark only one oval.

◯ Strongly Agree

◯ Agree

◯ Disagree

◯ Strongly Disagree

18. Comments:

_____

_____

_____

_____

_____

19. When fully funded, the program should serve all Saint Paul children ages 0-5. *

Mark only one oval.

◯ Strongly Agree

◯ Agree

◯ Disagree

◯ Strongly Disagree

20. Comments:

_____

_____

_____

_____

_____

21. Until the program is fully funded, the program should prioritize children in the following   *
     age groups:

     Mark only one oval.

     ⬭ Children ages 0-3

     ⬭ Children ages 3-5

     ⬭ Children ages 3-5 and their younger siblings

     ⬭ Other (please comment)

22. Comments:

     _____

     _____

     _____

     _____

     _____

23. If program funding is not available for all children, the program should prioritize families   *
     with the most need. To determine need, the program would create a point system (to be
     developed later) that takes into account factors like income, homelessness, foster care,
     parents under 21, etc.

     Mark only one oval.

     ⬭ Strongly Agree

     ⬭ Agree

     ⬭ Disagree

     ⬭ Strongly Disagree

24.   The program must ensure that providers who receive program funding are keeping   *
      children safe. For that reason, providers receiving program funding must, at a minimum,
      be licensed or a legal non-licensed provider. (See these links for more information on
      licensure and legal non-licensed providers.)

      Mark only one oval.

      ◯ Strongly Agree

      ◯ Agree

      ◯ Disagree

      ◯ Strongly Disagree

25.   Comments:

      _____

      _____

      _____

      _____

      _____

26.   Over time, to continue to receive program funding, providers should be expected to meet *
      specific program standards (yet to be developed) to ensure children are making strong
      progress.

      Mark only one oval.

      ◯ Strongly Agree

      ◯ Agree

      ◯ Disagree

      ◯ Strongly Disagree

27.   Comments:

      _____

      _____

      _____

      _____

28.   The program should develop ways to support providers in obtaining licensure and   *
        meeting program standards.

        Mark only one oval.

        ◯ Strongly Agree

        ◯ Agree

        ◯ Disagree

        ◯ Strongly Disagree

29.   Comments:

        _____

        _____

        _____

        _____

30.   The program should be as easy as possible for providers and parents to access and should *
        explore ideas like a single application, translation, navigators (both centrally located and
        community-based), etc.

        Mark only one oval.

        ◯ Strongly Agree

        ◯ Agree

        ◯ Disagree

        ◯ Strongly Disagree

31.   Comments:

        _____

        _____

        _____

        _____

32. The program should create an online tool (or link to a tool that already exists) and   *
     employ staff to help families find the right program and apply for aid.

     Mark only one oval.

     ◯ Strongly Agree

     ◯ Agree

     ◯ Disagree

     ◯ Strongly Disagree

33. Comments:

     _____

     _____

     _____

     _____

     _____

34. What other considerations should be made when considering program design of a
     potential future early learning program for the City? Please share any additional thoughts,
     ideas or concerns here as you have them.

     _____

     _____

     _____

     _____

     _____

     Workforce Development

35. What actions can the program take to ensure competitive pay and benefits for childcare   *
     workers in the program?

     _____

     _____

     _____

     _____

     _____

36. How do we ensure the program expands employment rather than takes away from the current childcare workforce? *

37. What, if any, professional development and support should the program offer to participating providers? *

38. What other considerations should be made to support workforce development of a potential future early learning program for the City? Please share any additional thoughts, ideas or concerns here as you have them.

Governance

39. The program should be operated by (check all that you would support): *

Check all that apply.

☐ A new nonprofit organization under contract with the City

☐ An existing nonprofit organization under contract with the City

☐ The City of Saint Paul, via a new or existing city office or department

☐ Saint Paul Public Schools

☐ Other: _____

40.   Comments:

_____

_____

_____

_____

_____

41.   The program should be held accountable for fiscal and program performance according   *
       to clearly defined performance indicators and annual financial audits. If it is run by a
       nonprofit, this accountability should be stimulated through a contract with the City of
       Saint Paul.

       Mark only one oval.

       ( ) Strongly Agree

       ( ) Agree

       ( ) Disagree

       ( ) Strongly Disagree

42.   Comments:

_____

_____

_____

_____

_____

43.   The program should include strong parent, provider and community voices in policy   *
       decision-making through appropriate structures like a governing board, advisory
       committee, or other structure.

       Mark only one oval.

       ( ) Strongly Agree

       ( ) Agree

       ( ) Disagree

       ( ) Strongly Disagree

44.   Comments:

_____

_____

_____

_____

_____

45.   What other considerations should be made when designing governance of a potential
       future early learning program for the City? Please share any additional thoughts, ideas or
       concerns here as you have them.

_____

_____

_____

_____

_____

Funding

46.   The program should be primarily funded through a new, dedicated, public revenue   *
       source.

       Mark only one oval.

       ( ) Strongly Agree

       ( ) Agree

       ( ) Disagree

       ( ) Strongly Disagree

47.   Comments:

_____

_____

_____

_____

_____

48.   Program revenue should supplement and not replace funding available from other   *
       sources, such as Early Learning Scholarships, CCAP, and any other state or federal
       funding.

Mark only one oval.

◯ Strongly Agree

◯ Agree

◯ Disagree

◯ Strongly Disagree

49.   Comments:

_____

_____

_____

_____

_____

50.   Following are the options for local revenue sources we've discussed. Please indicate the   *
      extent to which you agree that the city should pursue each option as the primary source
      (the explanation of each source and considerations are available [here]).

Mark only one oval per row.

	Strongly Agree	Agree	Disagree	Strongly Disagree
Annual levy set by the City Council during its annual budget process	⬭	⬭	⬭	⬭
Local sales tax on sales within the City of Saint Paul, which is approved by the Legislature and then approved by voters for any eligible dedicated use (capital improvements only)	⬭	⬭	⬭	⬭
Reallocation of funds from other programs or services in the current city budget	⬭	⬭	⬭	⬭
Special levy approved by voters that increases property taxes over a period of time for a dedicated use	⬭	⬭	⬭	⬭

51.   Comments:

_____

_____

_____

_____

_____

52.   The program should be able to accept donations from philanthropic and private sources,   *
       as long as there is accountability to stated program goals.

       Mark only one oval.

       ( ) Strongly Agree

       ( ) Agree

       ( ) Disagree

       ( ) Strongly Disagree

53.   Comments:

_____

_____

_____

_____

_____

54.   The program should be designed to take advantage of future additional state or federal   *
       funding to ensure that local dollars can be directed to Saint Paul children's unmet needs.

       Mark only one oval.

       ( ) Strongly Agree

       ( ) Agree

       ( ) Disagree

       ( ) Strongly Disagree

55.   Comments:

_____

_____

_____

_____

_____

56.   What other considerations should be made when exploring funding for a potential future
       early learning program for the City? Please share any additional thoughts, ideas or
       concerns here as you have them.

_____

_____

_____

_____

_____

Closing Thoughts and Open Feedback

57.   Do you think the City should have a local childcare and early learning program at all? *

Mark only one oval.

    ◯ Yes. The City should move forward with a local childcare and early learning program
       according to the recommendations above.

    ◯ No. The City should not take this on, and other levels of government should continue
       bearing the full responsibility.

58.   What else do you want to share with the Council regarding this process or your opinions on
       the recommendations?

_____

_____

_____

_____

_____

59.   What other actions or topics for future exploration do you recommend to the City Council?

_____

_____

_____

_____

_____

This content is neither created nor endorsed by Google.

Google Forms

Small Groups – March 2nd

Group 1

Kristenza Nelson
Mitra Jalali
Maria Scot
Barb Yates
Khalid Omar
LaVon Lee
Rachel Boettcher

Group 2
Quentin Wathum-Ocama
Nelsie Yang
Tracy Roscoe
Megan Jekot
Sai Thao
Nicolee Mensing
Stephanie Thomas
Halla Henderson

Group 3
Rebecca Noecker
Eric Haugee
Camila Mercado Michelli
Maggie Barnes
Hwa Jeong Kim
Lynne Bolton
Brianna Trinidad Sprung
Kera Peterson