

Early Learning Board (ELB)

Thursday, November 12, 2020

1:30 pm – 4:00 pm

The public may attend the meeting in any of the locations specified below:

Meeting Chair will preside via the Zoom link.

Board Members in Attendance: Dana Balansag (for Dir. Betts), Justina Acevedo-Cross, Leilani Au, Ben Naki, Kerrie Urosevich, Wai’ale’ale Sarsona (for Jack Wong), Matt Shim (for Dir. Char), Stephen Schatz (for President Lassner), Bob Peters, Mari Uehara, Melodie Vega, Edeluisa Baguio-Larena, Bob Davis (for Superintendent Kishimoto), Cherilyn Shiinoki

Executive Office on Early Learning staff in attendance: Lauren Moriguchi, Keopu Reelitz, Dana Ciacci, Kathi Takakuwa, Alohilani Maiava, Chris Jackson, Jeff Larson, Keli Houston, Jordana Ferreira, Ashley Miura

Public in Attendance: Anne Horiuchi, Aldric Ulep, Deborah Zysman, Carol Wear, Danny Cup Choy, Jordan Smith, Kim Guieb, Mary Ann Nemoto, Napua Rosehill, Riley Fujisaki, Scott Fujii, Alyse Naito, Hide Wu, Ka’ano’i Walk

Agenda Item	Discussion	Action
MINUTES:		
Welcome/Introductions— Bob Peters	Bob welcomed the group at 1:31 PM and asked Dana to read the mission statement.	
Review and Approve 10/8/20 Minutes and 10/8/20 Executive Session Minutes— Bob Peters	The 10/8/20 meeting minutes were approved as distributed. The 10/8/20 Executive Session minutes were approved as distributed, with Cherilyn Shiinoki’s name to be added to the attendance section.	Add Cherilyn’s name as an attendee in the Executive Session minutes.
Public Comment— Bob Peters	No public comment offered.	
Executive Office on Early Learning Updates— Lauren Moriguchi	Lauren introduced Jordana Ferreira as EOEL’s new Government Affairs Specialist, the position previously held by Wimmie Wong Lui. Jordana started transitioning into the position this week, starting at	

Early Learning Board

<http://earlylearning.hawaii.gov/early-learning-board/>

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	<p>half-time, and will be working full-time starting Monday, November 16. Bob congratulated and welcomed Jordana and offered the board’s support in her transition.</p> <p>Alohi Maiava, EOEL’s Project Manager, provided updates on the Preschool Development Grant Birth through 5 (PDG B-5). Individuals who volunteered to “Champion” Strategic Implementation Plan (SIP) objectives convened virtually on October 30. Two-thirds of those who committed to supporting the implementation of the plans attended the convening, and those who were not in attendance committed to participation in future meetings. We are currently in phase 2 of the re-engagement process, where Champions are identifying priority areas which will be addressed in the short-term while determining the action items which will need to be addressed at a later date. Their discussions include consideration of the impact of COVID-19 upon the early care and education system, the passage of Act 46, SLH 2020, the current capacity of organizations, and how these factors affect the core priorities that Champions had identified, pre-pandemic.</p> <p>Lauren reviewed information presented at the previous meeting which included how the State Plan connects to the strategic implementation plans and how they relate to EOEL’s Goals that ELB approved last year. She felt it was important to make these connections in order to best contextualize the work of EOEL in the current year and beyond. Information was provided about the work that EOEL has been doing to chart a path forward over the next year, which includes the following ten projects: 1) advocacy for existing programs and services, 2) family and community engagement, 3) professional learning, 4) program partnerships and coordination, 5) state plan review and planning, 6) improving family access, 7) support for vulnerable and underserved populations, 8) workforce system development, 9) seamless transition practices, 10) and public pre-k program implementation and administration.</p>	<p>Lauren was asked to provide an elaboration on the ten projects at the December ELB meeting.</p>
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	<p>The projects are meant to carry the EOEL staff through the work set forth in the State and strategic implementation plans, as well as EOEL’s statutory responsibility during the transition in leadership to ensure continuity for the Office.</p> <p>A Q&A session followed:</p> <ul style="list-style-type: none"> • Are there some areas that are priorities for this year? (Response: Our next step is to identify the priorities. As EOEL considers the challenges our State is facing with respect to the significant decline in general fund revenues, our focus will likely be on maintaining existing programs/services and the funding to support them. We also know that child care is key to supporting economic recovery. At the same time, we need qualified individuals to staff these programs so workforce development will be one of our highest priorities.) • The chair indicated the goal is to have the board’s priorities align with EOEL’s. (Response: As many members felt that it was really difficult to bring everything in this presentation together with the board’s priorities because of the sheer breadth of information, the chair suggested that the board come back to EOEL Project Priorities at next meeting, to give everyone time to digest the information from Lauren’s presentation and come back with questions and comments.) • A board member raised the issue that the board had tasks within its sub-committees before the pandemic that didn’t necessarily happen because of lockdown and asked, are we going to re-focus on specific tasks that probably need re-alignment? (Response: There is a need to go back to what the subcommittees have been doing and updating where those priorities are or if they are on hold because of more urgent matters. It was agreed that everyone needed to consider where 	
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	<p>they were before the pandemic, and ask themselves, “Where are we now?”)</p>	
<p>EOEL Director Search Committee Updates— Matt Shim</p>	<p>Matt provided updates from the EOEL Director Search Committee meetings and the progress made to develop a hiring process. The Search Committee has put together a memo that was sent to all board members and published on the website for the public to review. The memo includes the Committee’s proposed search process for the EOEL Director position, describes the roles and responsibilities of participants, and includes the timeline for the search process. Following some discussion and consideration of the information provided, the Committee requested that the board approve and adopt the framework of the search process as described in the memo.</p> <p>Matt reported that the Search Committee has found a potential donor who may provide funding and support, either to hire a search firm or a project manager. Conversations with the potential donor are ongoing, and a scope of work has been developed. Ideally, the donor will determine a process for identifying the search firm or project manager and will be negotiating and contracting with that entity. This will take less time than going through the state procurement system. The Search Committee recommended this approach mostly to ensure that there is a comprehensive search for qualified candidates. Members of the Search Committee felt that they did not have the capacity to recruit candidates without some assistance. Therefore, it would be to everyone’s benefit to have a professional search firm or project manager assist in completing this task in a timely and effective manner. The Committee recommended that one person from the Search Committee work with the donor in the selection of the firm or manager.</p> <p>Board approval is required for both the creation of an Advisory Group, as well as the Director’s job description (including required/preferred skills and qualifications). The Advisory Group would serve as a</p>	

	<p>“compass” for the Search Committee, reflect non-ELB voices in the process, and contribute ideas for preferred attributes (this idea was adapted from the search process used to hire the Superintendent). The Search Committee recommends that the Advisory Group be comprised of two non-ELB members from the Hawaii Early Childhood State Plan/PDG B-5 Strategic Implementation Plan work groups (12 individuals), one parent of a child aged birth to five, and one EOEL staff member. The public will be able to comment on aspects of the process and recommendations during the public comment portions of the ELB board meeting agenda. This does not preclude the board from having an additional process to reach out to the public that could be through online surveys or other means. The Search Committee hopes that the process will eventually narrow the candidates down and requested having a top candidate and a contingency candidate in the event the top candidate declines.</p> <p>Key takeaways from the discussion that followed:</p> <ul style="list-style-type: none"> • Stephen reminded everyone that neither the possibility of contracting an outside entity to help with the search, nor the potential existence of the Advisory Group, would take away the authority of ELB to make decisions. • Because this is a DOE-related position, the position vacancy will be posted both internally within the state system and externally at the same time. Both state employees and private sector employees will be able to apply. • Anyone on the board who wants to become an applicant for the EOEL Director position needs to resign from their board position to remove any conflict of interest. On this issue, a few board members emphasized that resignations would need to happen as soon as possible in order to avoid ethical questions about the selection and hiring process. • Part of the Search Committee’s discussions have been about 	<p>The Search Committee will come back to the next board meeting with a recommendation for a date when ELB members will have to resign in order to become an applicant for</p>
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	<p>securing a Deputy Attorney General’s review of the donor’s process and their role to ensure that neither present any conflict of interest. In response to a question about the state’s current hiring freeze, Bob explained that he had sent a memo to the Governor’s Office to request that they allow an exception in this case. He anticipates few problems since the Director’s position is already in the budget and is a critical position for the agency.</p> <ul style="list-style-type: none"> • The Committee hopes that the selection of a new Director will be as close as possible to May 2021, and acknowledges that the timeline is aggressive. If there is a time where the position is vacant, there are staff in the office who can help with program operations during the interim. • In response to whether having an Advisory Group might take up too much time in an already “pressed for time” process, Matt explained that during the search for a DOE Superintendent, the Board of Education (BOE) used an Advisory Group and experienced few issues, mostly because the Advisory Group did a lot of the work on their own time and did not need to meet very often. The Committee hopes that since potential members have already been identified, it will be easier to reach out to them and ask them to be on the Advisory Group. <p>A motion was made to approve the design process and timeline for the search and hiring of the next EOEL Director, as proposed by the Search Committee. (Matt/Cherilyn; Y: 9, N: 0).</p>	<p>the EOEL Director.</p> <p>Board approval was obtained for the process of selecting a Director and an accompanying timeline.</p>
<p>ELB Subcommittee Updates– Workforce Equity (Justina Acevedo-Cross), Capacity and Resources (Cherilyn Shiinoki) and Governance</p>	<p>Justina provided an update on behalf of the Workforce Subcommittee. They have had two meetings to date and identified a scope of work around the Workforce Strategic Implementation Plan. The Workforce Subcommittee is also continuing to connect with UH’s Early Childhood Educator Excellence and Equity project (ECE3), which is still awaiting the final word on the national grant (presumably by the</p>	

<p>(Wai'ale'ale Sarsona)</p>	<p>end of December). Currently, the Subcommittee is coordinating efforts with other workforce partners and hopes to add another member to the group sometime in January. The group has created an early childhood resource library about workforce issues and hopes to use that to design an approach that would help accomplish their goals. The first task of the Workforce Subcommittee is to review and consider financial models to address compensation issues across the mixed delivery system for the purpose of addressing pay parity. Justina hopes that the board will direct any questions or concerns around compensation and pay parity to the Workforce Subcommittee to help inform their work. The Subcommittee is designing its work in alignment with the Workforce Strategic Implementation Plan. Due to the current pandemic, one of the things the Subcommittee wants to address is how to stabilize the workforce that is already in place. (Note: Kerrie mentioned that Oregon had a section on their 2020 general elections ballot dedicated to pay equity, and she believes that this legislation is worth looking into.)</p> <p>Cherilyn provided an update on behalf of the Capacity and Resources Subcommittee. The group has been meeting monthly - with its work shifting over time. As system-building seems to be a very important and integral part of EOEL's work, the Capacity and Resources Subcommittee has a recommendation that system-building capabilities be included in the job search for a new Director. Cherilyn shared that there currently isn't a process in place to report out on progress based on the Early Childhood State Plan and Strategic Implementation Plans. During a conversation with the subcommittee, Lauren expressed that this is something EOEL would like to develop in collaboration with ELB and inquired if it would be appropriate for the Capacity and Resources subcommittee to take this on. If ELB agrees that this request would be a good fit for this Subcommittee's work or within its purview, Cherilyn can bring a plan back in December. Bob suggested that Cherilyn review the Subcommittee's charter to determine</p>	<p>Capacity and Resources subcommittee will look at their committee charter and bring a proposal to the Board at the next meeting.</p>
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	<p>alignment of the request with the committee’s scope and provide a proposal to the board at the next meeting.</p> <p>Wai’ale’ale provided an update on behalf of the Governance Subcommittee. The group met on October 30 and, after reviewing the current ELB membership roster, they found that the term limits of several members have expired. EOEL will need to confirm the status of the members whose terms have expired. It was shared that ‘Aha Punana Leo may be submitting legislation in 2021 for ‘Aha Punana Leo to have a permanent seat on the ELB. Wai’ale’ale has not seen a draft but has heard reports about this from the community. Regarding the ELB Vice- Chair position, the Governance Subcommittee is developing a process and will have something ready to share at the next ELB meeting.</p>	<p>Bob will approach Namaka Rawlins (‘Aha Punana Leo) based on the Governance subcommittee’s report to ask if she would share with the board, any plans related to legislation around ELB membership.</p>
<p>Act 46 (HB 2543, HD 1, SD 2): Role of EOEL/ELB—Bob Peters</p>	<p>Bob began this agenda item by saying that he wanted to bring Act 46 back into the board’s discussions. He asked the representatives from the Department of Education (DOE), Department of Human Services (DHS) and EOEL to each share their thoughts at this point and discuss what changes Act 46 will be bringing for them.</p> <p>DOE and Act 46 (Bob Davis):</p> <ul style="list-style-type: none"> • Bob Davis spoke with the Superintendent, Deputy Superintendent and several Assistant Superintendents about Act 46. • The sections of Act 46 specifically pertaining to DOE focus on kindergarten entry and having a systematized assessment for entry. All DOE schools have a system in place and will be looking into standardizing a statewide system. • Regarding parents identifying previous pre-K experience of entering kindergarten students, Assistant Superintendent (OIT) is working with Infinite Campus System to collect this data by 2022 and assessing where this informaion on pre-k experience 	

	<p>and duration can be housed.</p> <ul style="list-style-type: none"> • Regarding the data-sharing component of Act 46, because this would involve sharing information for kindergarten students, Superintendent Kishimoto believes that it should be the DOE’s responsibility to take the lead. Assistant Superintendent Luke has already started working to determine how to get data sharing agreements in place with other agencies. • Work on the KEA has technically already begun, but the initial person leading those efforts moved to another position, so Assistant Superintendent Luke has to redirect the responsibility. • A question was asked on whether EOEL can advocate for supporting that piece. Bob Davis responded that yes, EOEL can still advocate for providing support on the KEA. <p>DHS and Act 46 (Dana Balansag):</p> <ul style="list-style-type: none"> • Priorities have shifted, given the pandemic, but DHS will continue to work with the ELB on the implementation of Act 46. • Act 46 has not provided any funds for DHS to expand Preschool Open Doors (POD) to 3-year-olds; therefore, expansion is not possible until funding is received. Dana predicted that the earliest date for any major expansion to start is 2022 judging by the current economic situation. If the POD program were to be opened to 3-year-olds right at this moment, there would be twice as many children competing for the same number of spots. Funding and resources are required in order to increase capacity. • DHS is working with legislators on possible amendments to the dates of the bill and positions for DHS as established via the bill but are not permanent in the base budget. • Other factors preventing the inclusion of 3-year-olds in the POD program include staff positions that were added but without any funding, and which are not considered permanent. 	
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	<p>The hiring freeze prevents anyone from filling those positions, as well.</p> <ul style="list-style-type: none"> • DHS is working with EOEL to look at additional COVID-19 mitigation practices to support child care providers and families. • DHS is also working on developing data sharing agreements with EOEL, DOE, and Charter Schools. <p>EOEL and Act 46 (Lauren):</p> <ul style="list-style-type: none"> • The Early Learning Trust Fund has been converted into the Early Learning Special Fund. EOEL has submitted its annual report to the legislature with respect to the special funds. • While Charter School pre-k classrooms are no longer under the authority of the EOEL, the funds are still transmitted to the Charter School Commission through EOEL. • EOEL and DHS have begun conversations to address the reporting requirements on progress toward achieving the benchmarks established by the legislature with respect to all 3 and 4-year-old children who are enrolled in a preschool program. Both agreed that it would be best to submit a joint report which will require the development of a data-sharing agreement. • A question was raised around EOEL’s involvement in the discussions regarding the implementation of a KEA. Lauren responded that EOEL was a part of previous discussions involving a KEA and is hoping to be invited to the table when discussions begin again. Bob Davis offered to have the next lead on the KEA reach out to EOEL. <p>This agenda item ended with a brief discussion about President-Elect Joe Biden’s plan to allocate 775 million dollars to universal pre-k for 3- and 4-year-olds. Bob said that if Hawaii gets some of that funding, it needs to be made sustainable so the early learning system can buy</p>	<p>Bob Davis has offered to check in with the deputy superintendent to suggest EOEL’s involvement in the planning conversation.</p>
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	<p>themselves some time to recover from the pandemic. There was some hope that the more public funding that goes into universal pre-k, the more private funding will follow.</p>	
<p>Leadership Report—Bob Peters</p>	<p>Bob reported that he has spent some time with Representative Justin Woodson to try to get some sense of where the legislature is on public funding and Act 46. According to Rep. Woodson, there is a great desire to retain the current capacity of the early learning system, as he recognizes that the COVID-19 impact has significantly reduced access for children and families. Rep. Woodson said he hoped ELB will be supportive of efforts to bolster up early learning opportunities due to the impact of the pandemic, especially when everyone is trying to expand programs. As Bob was revising the ELB priorities, he therefore incorporated advocating for the sustainability of early care and education in both the public and private sectors. He also added things ELB might prioritize and ways they might promote Act 46, including advocacy. The request of the board at the last meeting was for the systems-related goals to be more specific, so changes were made with that in mind. There were no changes made either to the board-related nor EOEL-related items. Bob identified three key areas that he is thinking about: the need for a new Director, the need to maintain EOEL’s budget and the response to Act 46, as well as the preservation of the current availability of seats and capability to sustain them.</p> <p>Key takeaways from the discussion that followed:</p> <ul style="list-style-type: none"> • Early Childhood Action Strategy (ECAS) has been working with DHS and PATCH to try to track data regarding how many programs are still operating, including how many seats are still available and how many have been lost. PATCH has sent out surveys to providers monthly, but the response rate is normally only around 60%. The major problem is that there are no single identifiers for providers; in other words, the providers who 	

	<p>responded in September may not be the same ones who responded in August. However, the graphics that ECAS is preparing will hopefully provide at least a snapshot of the issue.</p> <ul style="list-style-type: none"> ○ There was an acknowledgement that of the 40% of providers who did not respond to the surveys, some of this could be because those providers have closed, either temporarily or permanently, and emails are not getting to them. The percentage of providers who are still operating, therefore, may look better than what is actually so. ○ Bob said that HAIS is also checking on its preschools, both private and charter, and that by January there may be similar kinds of information on capacity issues, because everyone has experienced reductions. ● A suggestion was made that from a workforce perspective, there should be data collected on how many early childhood staff had to be laid off due to the pandemic. ● A request was made to ask PATCH if they could capture the number of families who call them asking for childcare options, because PATCH can get a sense of the number of families who need care now and can't find it. <p>Bob made a motion (seconded by Edel) to approve the ELB priorities with an amendment made to the systems-related section to add “DOE and Charter School Commission” to the section that says, “collaborating with DHS.” The motion to accept the revised priorities was approved unanimously.</p> <p>There was a discussion about forming a subcommittee focused entirely on Act 46, and Bob asked the Governance Subcommittee to look into this. Wai’ale’ale said that she would bring back to the December meeting a scope and recommendations for forming a Subcommittee</p>	<p>Board approved priorities for 2021 with an amendment to expand collaboration.</p> <p>Governance Subcommittee will come back to the board with recommendations for the creation of an Act 46 subcommittee that will serve in a convening and</p>
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	that is related to Act 46.	coordinating role.
<p>Member Updates—Bob Peters</p>	<ul style="list-style-type: none"> • <i>Justina Acevedo-Cross</i> reported that Hawaii Community Foundation (HCF) is administering a child care stimulus grant program in partnership with DHS, funded with CARES Act dollars. As of Tuesday, 11.2 million dollars of the 15 million allocated, have been awarded to child care programs. This includes grants across all counties to both large and small providers. Dana Balansag of DHS thanked HCF for their assistance in this effort. • <i>Leilani Au</i> reported that the HI-AEYC virtual conference event will be held on Saturday, December 5. There will be two presenters, and the final session will include break-out rooms for people to talk about their early childhood needs and how to move forward from the impact of the COVID-19 pandemic. She provided a link in the chat box: http://events.constantcontact.com/register/event?llr=ga7iveab&oeidk=a07ehf4sei5615bdc3 • <i>Kerrie Urosevich</i> reported that Hawaii Early Intervention Coordinating Council (HEICC) wants everyone to think about families who have children with special needs during this time, as they are an important population that is often left out of discussions. HEICC is re-shifting its priorities in response to growing COVID-19 cases, and they are trying to look at how they can increase family engagement efforts. • <i>Kerrie also reported that</i> ECAS has launched a “Commit to Keiki” campaign. Incoming Hawai‘i County Mayor Mitch Rothand incoming Honolulu Mayor Rick Blangiardi are interested in having an Early Childhood Coordinator at the county level, modeling Maui County. She provided a link in the chat box: Committokeiki.org • <i>Cherilyn Shiinoki</i> reported that Family Hui will be having a drive-through event on the same day as the HI-AEYC 	

	<p>conference for the distribution of diapers, formula, food and other supplies to families. Cherilyn will send out a flier once it has been created.</p> <ul style="list-style-type: none"> • <i>Bob Peters</i> reported that HAIS will be conducting another roundtable primarily for teachers featuring what virtual and online learning can look like for young children. Kamehameha Schools has worked extremely hard over the summer to find the best way to do this in case the state issues another stay-at-home order and will be presenting at this event. This roundtable will take place on November 14, 2020. 	
Executive Session	No items from AG.	
Review Agenda Outcomes —Bob Peters	<ul style="list-style-type: none"> • Lauren was asked to provide an elaboration on EOEL’s ten projects at the December ELB meeting. • Bob has asked all subcommittees to meet and provide an update to the board. • Workforce Equity Subcommittee will share what they want to learn about pay equity and compensation and has asked board members to provide thoughts to the committee. • Capacity and Resources Subcommittee will share a proposal regarding how ELB can monitor the EC State Plan. • Governance Subcommittee will bring recommendations for the formation of a new Subcommittee focused on Act 46 to serve in a coordinating role. • Bob will approach Namaka based on the Governance Subcommittee’s report to ask if she would share with the board plans related to requesting the legislature to add ‘Aha Punana Leo as a permanent member of the ELB • Bob Davis has offered to check in with deputy superintendent about EOEL’s involvement in the kindergarten entry assessment that is being planned. • Board approved ELB priorities for 2021 with an amendment to expand collaboration to include DOE and Charter School 	

	<p>Commission.</p> <ul style="list-style-type: none"> • Board approved the Search Subcommittee’s recommendations for the selection process and timeline for a new EOEL Director. Subcommittee will come back to the next board meeting with a recommendation for a date whereby ELB members will have to resign in order to become an applicant for the Director position. 	
Announcements	<ul style="list-style-type: none"> • None. 	
Closing—Kerrie Urosevich	<p>“The way a team plays as a whole determines its success. You may have the greatest bunch of stars in the world, but if they don’t play together, the club won’t be worth a dime.” –Babe Ruth</p>	

Submitted by Ashley Miura and Chris Jackson