

Early Learning Board (ELB)

Thursday, November 10, 2022

1:30 pm – 4:00 pm

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

**Meeting Chair will preside at CEED Center, KCAA
2707 South King Street, Honolulu, HI 96826
Or Via the Zoom Link**

Board Members in Attendance: Justina Acevedo-Cross, Erin Henderson-Lacerdo, Ka‘iulani Laehā, Ben Naki, Mei Ou, Robert Peters (for Director Bossert), Mari Uehara, Kerrie Urosevich, Napua Rosehill (for Jack Wong), Stephen Schatz (for President Lassner), Matt Shim (for Director Char), Rochelle Mahoe (for Superintendent Hayashi), Dayna Luka (for Director Betts)

Absent: Megan McCorrison, Melodie Vega

Executive Office on Early Learning staff in attendance: Alohilani Maiava, Chris Jackson, Jeff Larson, Jordana Ferreira, Kevin Kabasawa, Lane Tsuchiyama, Ashley Miura

Absent: Yuuko Arikawa-Cross

Public in Attendance: Michael Azuma, Christina Cox, Elaine Yamashita, Ka‘ina Bonacorsi, Kee Yan Lo, Ke‘ōpū Reelitz, Kim Guieb, Scott Fuji, Terry Lock, Vivian Eto, Cherilyn Shiinoki, Kevin Costa, Keiko Nitta

Agenda Item	Discussion	Action
MINUTES:		
Welcome/Introductions— Bob Peters	Chair Peters began the meeting at 1:33 PM and asked Erin Henderson-Lacerdo to read the mission statement. He reminded everyone that regardless of in-person attendance, protocols would proceed as usual, with votes conducted by roll call. Attendance was taken, and quorum was established.	

<p>Review and Approve 10/13/22 Minutes—Bob Peters</p>	<p>The Chair entertained a motion to approve the 10/13/22 meeting minutes. The minutes were approved as disseminated (Mei/Erin: Y—10, N—0).</p>	
<p>Public Comment—Bob Peters</p>	<p>No public comments were provided.</p>	
<p>Act 046/210 Roadmap Draft Report Input—Ben Naki and Keiko Nitta</p>	<p>Ben Naki, chair of the Strategic Implementation Subcommittee, and Keiko Nitta, a member of the Subcommittee, shared the draft of the Act 46/210 roadmap pursuant to SCR 217. The draft begins with an Executive Summary that outlines concerns around availability, accessibility, affordability, quality, and family choice in regard to early learning expansion. It then lists the guiding principles the Subcommittee identified as foundational in developing the roadmap. The roadmap itself contains background information on the timeline to meet the requirements in the Acts, the current number of seats available and the projected need, as well as the four core areas that the Subcommittee identified were important to center expansion around: workforce development and support; facilities; funding for a mixed delivery system; and program quality, improvement and maintenance. Within the body of the framework are key metrics, challenges, next steps and concluding remarks. Ben and Keiko asked the Board to provide input on the content, as proposed. The final draft of the roadmap is due to the Legislature on December 28.</p> <p>Key takeaways from the discussion that followed:</p> <ul style="list-style-type: none"> • The number of children who need seats is roughly about 10,000. There are approximately 33,000 children ages 3- and 4-years old, with roughly 16,500 children born every year. Looking at the number of children currently enrolled in ECE programs, and subtracting that number from 33,000, the number remaining is approximately 10,000. This means that 5,000 seats are needed in the next 5 years, and 10,000 seats needed in the next ten years. 	

	<ul style="list-style-type: none"> • A number of different data sources report different numbers, and some take into account that about 20% of families choose to keep their young children at home. The Board decided that they should have more discussion around the exact number of children and seats they should be thinking about and including in the road map. • The Subcommittee is using data from the Early Childhood Action Strategy (ECAS) dashboard, which collects data from PATCH, which was last updated on June 30, 2022. This means the numbers are as current as they can be. • In terms of how many seats have been lost since the COVID-19 pandemic, numbers are down 12-13%. • In terms of new teachers and support staff needed by 2027 (the 5-year-mark), 818 will be needed. The number of new teachers and support staff needed by 2032 is about 1,636. These numbers are “best-case scenarios” since it is likely that there will be vacant seats in different early childhood settings. • Compensation may be a big part of the answer to growing a workforce more quickly to meet the demands of rapid expansion. <p>Ben explained that although the roadmap’s submission deadline is December 28, the SIS is looking at December 23 as their internal deadline. This means that the roadmap will need to be finalized and approved by the Board at the December 8th ELB meeting.</p> <p>The SIS will next meet on November 21 in the morning. If anyone has any further suggestions or input, please contact Ben or Keiko. A revised draft of the roadmap will be sent to Bob by 12/2 to send out to ELB members for review. Bob suggested that all Board members look at the roadmap in more depth if they have not already done so, so that</p>	<p>Board members should submit any further feedback on the road map to Ben Naki and the SIS by 11/17.</p>
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	<p>at everyone will be prepared to make a final decision at the December 8th ELB meeting.</p>	
<p>Executive Office on Early Learning Updates— Jordana Ferreira</p>	<p>Jordana Ferreira, EOEL’s Government Affairs Specialist, provided the EOEL updates due to Director Yuuko Arikawa-Cross being on medical leave.</p> <p>EOEL is currently awaiting notification of the Governor’s decision regarding the Office’s budget requests, previously approved by the Board. EOEL will notify the board once the decision has been received.</p> <p>Alohi reported that the 2022 PDG B-5 Annual Convening will be held virtually on December 6 –8, 2022, rather than in-person in November. The Convening will focus on three topic areas: workforce; diversity, equity, and inclusion; and sustainability. Part of each day of the convening will include state panels in which states and territories can share their work in one of the topic areas with the PDG B-5 community. Registration is now open. If interested in registering, please email alohilani.maiava@eoel.hawaii.gov. Registration closes December 2.</p> <p>Jordana then presented a summary of the PDG B-5 Renewal Grant application that EOEL submitted in partnership with Hawaii P-20. Stephen Schatz of P-20 added his thanks for all who worked on the grant application, and reported that EOEL and P20 will discuss together whether they will share the actual contents of the grant renewal application prior to awards being announced in December.</p> <p>Jordana introduced Stephanie Tim Sing, EOEL’s new Administrative Services Assistant, who will be working on contracts that EOEL administers. Stephanie has been a preschool teacher in the past and has</p>	<p>The PDG B-5 grant renewal has been submitted, and there should be a response in late December.</p>

	<p>also worked in preschool administration. The Board gave her a warm welcome.</p> <p>Jordana then shared highlights of the National P-3 Convention, which Yuuko attended, along with representatives from the Hawaii Public Charter School Commission (HPCSC), Hawaiian Medium agencies, and Hawaii Department of Education (HIDOE). At the convention, the team developed three components of a shared vision to move forward and discussed how to make Early Learning/Pre-K to 3rd grade an actionable strategy for equitable academic recovery and early school success. The convention was also a good opportunity to discuss how the expectation of rapid expansion can itself be an obstacle to implementation. Rochelle Mahoe, ELB member who attended the convention, reported that the attendees agreed that having clear messaging and direction is crucial to getting everyone to march forward on the same path. Agencies involved in early childhood need to align their policies and procedures to help expedite the process. Rochelle commented that the discussion on the roadmap was useful to see how ELB can help support the work of pre-K expansion in a planned way.</p>	
<p>Subcommittee Reports— Governance Standing Subcommittee—Bob Peters (for Matt Shim)</p>	<p>Matt Shim, chair of the Governance Standing Subcommittee (GSS), provided updates on behalf of the Subcommittee. The GSS met on 10/28 to discuss the EOEL Director evaluation, as well as how to move forward on Senate Resolution 34 related to Board governance. The Subcommittee has reached out to former state legislators Roy Takumi and Jill Tokuda to try to get some information on the original reasoning behind ELB’s current membership composition. The GSS will also look at best practices used by other public boards with regards to size, composition, term limits, etc. Matt invited everyone to a special GSS meeting on Monday, November 14, from 1 PM to 2:30 PM, where they will discuss an action plan for next year to fully respond to the resolution. There is not enough time to propose legislation for the 2023</p>	<p>GSS is holding a special meeting on 11/14 from 1</p>

	<p>legislative session, so the GSS will have to revise how they write their response to SCR34. Matt will seek approval at the December meeting to prepare for changes to the ELB composition in 2024.</p> <p>Matt also wanted to bring it to the Board’s attention that most of the GSS is currently composed of new ELB members who do not have much Board experience, with the exception of Bob. He requested that Board members consider joining the GSS to help move its work forward. Kerrie and Ka’iulani volunteered to join the Subcommittee.</p> <p>Erin Henderson-Lacerdo, co-chair of the Capacity and Resources Subcommittee (C&R), provided some updates. The C&R meets every third Tuesday at 12 PM. A number of community members sit on the Subcommittee, so they wanted to spend the last meeting discussing their goals for next year. The Subcommittee recognizes that EOEL is doing a lot of work outside the Public Pre-K system, and they want to learn more, so they can identify and address any gaps in capacity and resources. They want ELB to become more knowledgeable as to what EOEL is currently doing, and they are working with EOEL to determine a mechanism for reporting their activities so that the ELB will be updated and better informed. This will be their focus in the coming year -- to uncover, lift up, and support the work that EOEL is currently doing, in order to identify any gap areas that the C&R can help to address.</p> <p>Finally, Justina Acevedo-Cross, chair of the Workforce Equity Subcommittee (WES), requested the Board’s approval for the Additional Legislative Policy Framework Priorities, as presented in a memo provided to the Board with the rest of the meeting materials. Recommended changes made to that document since it was last reviewed by the Board include making “compensation” its own bullet point, and putting more emphasis on the unique needs of the Hawaiian</p>	<p>PM – 2:30 PM to discuss SCR34. Everyone is invited.</p> <p>The Board approved two priorities in building block 4 for policy priorities</p>
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	<p>Medium sector in Early Childhood Education (ECE), in regards to recruitment and retention of the workforce. The Board approved the proposed document changes (Justina/Kaiulani: Y—8; N—0).</p> <p>Justina then provided a preview of the Early Childhood Workforce Principles, which the WES hopes the Board will adopt as policy at the December ELB meeting. Justina provided an overview of the background and explained that most of these principles were adopted from Power to the Profession’s <i>Unifying Framework for the Early Childhood Education Profession</i> report (http://powertotheprofession.org/unifying-framework/).</p> <p>Terry Lock, a member of the WES, explained that Power to the Profession is a national movement that started from NAEYC’s guidelines and blueprints for ECE. The original “Workforce Designs” blueprint was what helped to shape some of the Hawaii Careers with Young Children’s (HCYC) early work. After the release of the national report “Transforming the Workforce for Children B-8,” states asked for an updated tool to use as a policy guide to move workforce systems forward. This became “Build it Better”, which includes indicators of progress to support professional development in ECE systems. Terry reviewed some of the key components of Power to the Profession and Build it Better in her presentation. She described the three designations of ECE professionals as: (1) ECE I, an educator with a certificate degree or comparable credentials who can support B-8 classrooms; (2) ECE II, an educator with an associate’s degree who can lead B-5 classrooms, support K-3 classrooms, and guide the practice of ECE I; and (3) ECE III, an educator with a bachelor’s or master’s degree who can lead B-8 classrooms and guide the practice of ECE I and ECE II.</p> <p>For Hawaii, a first step in growing an ECE workforce will be to adopt the ECE Professional Standards and Competencies as outlined in</p>	<p>related to the workforce, and WES will bring back a completed list of the framework and policy priorities to inform legislative action for approval at the December ELB meeting.</p>
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	<p>Power to the Profession and Build it Better, and to align teacher preparation programs to those competencies and leveling. Teacher preparation programs will also need to ensure that faculty are qualified to teach candidates in these competencies, and to ensure that competencies and leveling facilitate transfer and articulation. This particular unifying framework will guide all other states, as well, to ensure they are all on the same track to quality.</p> <p>Key takeaways from the discussion that followed:</p> <ul style="list-style-type: none"> • The WES will ensure that the policy proposal is sent out with the rest of the ELB meeting materials ahead of the meeting, so the Board will have time to review it. • The RAND study was completed and published on 10/25/22. It can be viewed on the ECE3 website at https://coe.hawaii.edu/ece3/initiatives/early-childhood-educator-compensation-equity-study/. Briefs are also included because the report itself is 125 pages -- the summaries will help people understand what is in the full report. • Terry has created a task force that is looking at both the RAND report and other states' data to learn from them how to build out the Hawaii plan. 	<p>At the December meeting, there will be a recommendation of policies coming from the WES, and information will be sent out, along with other meeting materials.</p>
<p>Leadership Updates— Bob Peters</p>	<p>Two changes were made to the Legislative Policy Framework Priorities that the Board approved at the October meeting: Building Block 1 (Health, Safety and Well Being) now includes child abuse and neglect, along with “violence and substance use,” and a prenatal focus was also included as its own bullet point. Hawaiian medium was also written in as part of the guiding principles. The Board will be asked to approve the final draft of this document at the December meeting.</p>	
<p>Public Comment—Bob Peters</p>	<p>No public comments were provided.</p>	
<p>Member Updates—Bob Peters</p>	<ul style="list-style-type: none"> • <i>Mari Uehara</i> reported that her term will end in June 2023, and she brought her potential successor, Dr. Lindsay Hitchcock, to 	

	<p>today’s meeting. Dr. Hitchcock is training younger doctors and is teaching pediatrics. Mari will remain as her advisor and backup. Dr. Hitchcock thanked the Board for letting her attend the meeting today and stated that she is looking forward to working with the ELB as the new representative for pediatricians.</p> <ul style="list-style-type: none"> • <i>Kerrie Urosevich</i> reported that early intervention programs are often left out of the conversation or in decision-making around children with special needs, so she wanted to remind the Board to not forget about children birth-3 with special needs. (Bob suggested having a presentation by DOH/Early Intervention in 2023.) • <i>Erin Henderson-Lacerdo</i> shared that two reports are available for ELB to increase its understanding about the states’ home visiting programs. The first is the Maternal, Infant and Early Childhood Home Visiting (MIECHV) 2020 Needs Assessment. The second report is the Annual Home Visiting Services Unit assessment. Erin is available to address any questions. She also wanted to remind the Board that the home-visiting program staff would also like an opportunity to share their work with the Board. • <i>Justina Acevedo-Cross</i> reported that the Hawaii Community Foundation (HCF) will be holding its third Kahewai Summit on trauma-informed care and early childhood mental/behavioral health, in partnership with DOH and many other agencies, including the Hawaii Association for Independent Schools (HAIS). It will take place in 2023, on April 20 and April 21. More immediately, if anyone knows of any ECE programs that would be interested in having research-based information get directly texted to families who participate in their programs, please let Justina know by November 17th. HCF sponsors the 	<p>The Board will look for opportunities for Early Intervention and Home Visiting program staff to share their work with the Board.</p>
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	cost to enable families in ECE programs to participate in Ready4K text messaging.	
Review Agenda Outcomes —Bob Peters	<p>Chair Peters reviewed the following agenda outcomes:</p> <ul style="list-style-type: none"> • The Act 46 road map report update provided an opportunity for input and recommendations. The conversation revolved around aligning data that is available, and researching additional resources, including Commit to Keiki and the strategic implementation report. • Board members should submit any further feedback on the road map to Ben Naki and the SIS by 11/17. • The Board approved two priorities in building block 4 for policy priorities related to the workforce, and the WES will bring back a completed version of policy priorities to inform legislative actions for approval at the December ELB meeting. • There will be a recommendation for approval of workforce policies coming from the WES at the December ELB meeting. • The PDG B-5 Renewal Grant has been submitted, and there should be a response in December. • The GSS is holding a special meeting on 11/14 from 1 PM – 2:30 PM to discuss SCR34. Everyone is invited. The GSS is looking for additional members. • The Board will look for opportunities for Early Intervention services and Home Visiting services to share their work with the Board in 2023. 	
Announcements	None were provided.	
Closing —Kerrie Urosevich	“‘Thank you’ is the best prayer that anyone could say. I say that one a lot. ‘Thank you’ expresses extreme gratitude, humility, and understanding.” –Alice Walker	

Submitted by Ashley Miura and Chris Jackson