

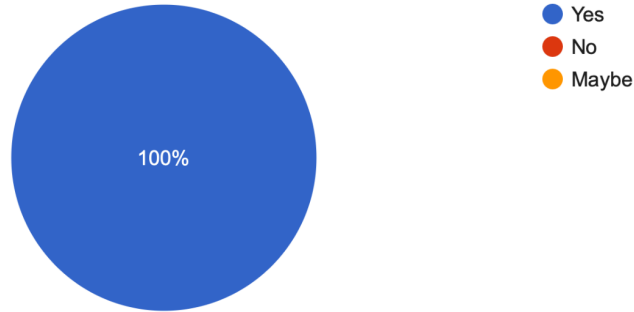
Early Learning Board Meeting Packet
Nov. 14, 2024

Attachment	Agenda item	Description
A	I. Announcements	Board feedback on 10/10/24 retreat
B	V. Head Start act compliance bill	Bill that will be moving forward at this time.
C	V. Head Start act compliance bill	Excerpt from Head Start Act (Sec. 642B) that names members of the State Advisory Council.
D	VI. Salary adjustment	Memo from Finance committee chair
E	XI. 2023-24 Framework of Policy Priorities	Starting base for 2024-25 Policy Priorities
E	XIII. ED evaluation criteria	Memo from Governance committee chair, updated criteria.

Attachment A - Board feedback on 10/10/24 retreat

The retreat on Oct. 10, 2024, was worth my time

7 responses



What sticks in my mind from the time together: 6 responses

Getting a fuller picture of all aspects of preschool education in Hawaii

I appreciated the opportunity to gather in person and spend time digging in and learning.

Relationship building and level setting of the board's collective responsibility to early learning in Hawai'i.

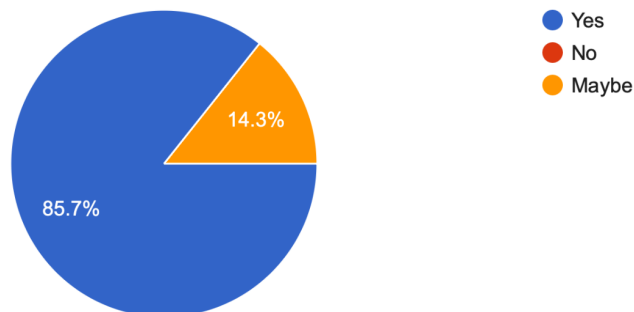
What sticks is that we were able to spend some time to have a flowing discussion.

The big picture.

Building connection between the board and EOEL.

Should something similar be held annually?

7 responses



Please share your ideas and thoughts on this and/or future retreats. 6 responses

The retreat should focus primarily on general information and insight that will provide background understanding for the work of the EOEL board.

I appreciated the chance to dig into content and learn together. I would love more opportunities to connect and to hear from some of the board members who may not have been as vocal.


I would like to see the board be brought together 2x a year so that we can ensure there is alignment to our overall vision of ELB to ensure we are supporting both the public and private sectors.

To have a section on setting a foundation for how we plan to improve the Early Learning system through public policy would be great. It would help me to know what our priority action is for the year. Note that I'm not recommending to have a discussion about policies in this meeting, just a foundation, such as, what we value as a board and what we're willing to fight for.

The dialogue was valuable.

It was a long day. Since it was a new board it was helpful. For future events we could streamline some of the presentation if it's the same group. It was nice to have everyone in the same room. :)

Link to proposed bill:

 EDN-02(25) Head Start Board Member Bill & JustificationSheet 110824 DRAFT.pdf

Attachment C: Excerpt from Head Start Act, Sec. 642B Head Start Collaboration; State Early Education and Care

The Governor has designated the Early Learning Board as the State Advisory Council.

Red italics are the entities on current ELB.

Bold are positions needed in statute.

“(B) The Governor may designate an existing entity in the State to serve as the State Advisory Council, and shall appoint representatives to the State Advisory Council at the Governor's discretion. In designating an existing entity, the Governor shall take steps to ensure that its membership includes, to the extent possible, representatives consistent with subparagraph (C).

(C) Members of the State Advisory Council shall include, to the maximum extent possible--

(i) a representative of the State agency responsible for child care; *Dept. of Human Services*

(ii) a representative of the State educational agency; *Dept. of Education*

(iii) a representative of local educational agencies; *Hawai'i Association of Independent Schools*

(iv) a representative of institutions of higher education in the State; *University of Hawai'i*

(v) a representative of local providers of early childhood education and development services;

(vi) a representative from Head Start agencies located in the State, including migrant and seasonal Head Start programs and Indian Head Start programs;

(vii) the State Director of Head Start Collaboration;

(viii) a representative of the State agency responsible for programs under section 619 or part C of the Individuals with Disabilities Education Act (20 U.S.C. 1419, 1431 et seq.); *Dept of Health*

(ix) a representative of the State agency responsible for health or mental health care; *Dept of Health* and

(x) representatives of other entities determined to be relevant by the Governor of the State.” *Voting members represent Counties, plus at-large members.*

Attachment D: Memo from Finance

November 10, 2024

To: Early Learning Board

From: Stephen Schatz, Finance Subcommittee Chair

Subject: Salary adjustment for Director of Executive Office on Early Learning (EOEL)

The Finance subcommittee met on July 18, 2024 and August 15, 2024 to discuss a salary adjustment for the Executive Office of Early Learning Director (ED) and to create a clear plan for determining any future salary adjustments.

A proposal was brought before the Early Learning Board on September 12, 2024 during which the subcommittee proposed that the Early Learning Board approve an adjusted annual salary for the EOEL Director as of Oct. 1, 2024, of \$141,145. This amount was based on the current annual salary of \$125,000 and adjusted according to the 2022 agreement for HGEA Bargaining Unit (BU) 06, Educational Officers, Step 16. Using the BU 06 scale would bring the Director salary closer to parity with individuals with similar responsibilities in state government. The subcommittee also stated that the adjustment would align with the non-profit sector salaries for executive directors of organizations of similar size. There was discussion at the meeting but no decision was made.

The subcommittee met in the interim and is now proposing a revision to the September 12 proposal to include retroactive compensation to July 1, 2023 for the EOEL ED commensurate with HGEA Unit 6 raises. The EOEL Director has never received any compensation adjustments since beginning in the role.

Attachment E: 2023-24 Framework of Policy Priorities

Framework of Policy Priorities 2023-24 Legislative Sessions

State Plan Building Block 1: Health, Safety & Well-Being

- Support Children/family health and safety provisions (behavioral health, mental health, physical health).
- Promote equitable access to healthcare for families within their communities
- Support the prevention and intervention of child abuse and neglect, intimate partner violence, and substance use.
- Focus on prenatal needs/issues in support of the continuum of the early childhood spectrum.

State Plan Building Block 2: Family Partnerships

- Increase Family engagement opportunities
- Strengthen family understanding of child development, parenting

State Plan Building Block 3: Early Learning

- Expand access and opportunity to quality early learning and care, including infant and toddlers in both public and private sectors*
- Promote stabilizing and sustaining current options/access
- Provide child care financial assistance for families/providers
- Maximize use of current funding to support developmentally appropriate sites, especially in underserved communities

State Plan Building Block 4: Workforce

- Build workforce capacity (apprenticeships, ongoing professional development, career pathways)
- Support retention/recruitment (tuition stipends, improving compensation and working conditions)
- Improving compensation (wage supplementation, benefits and working conditions, salary schedule, pay parity)
- Provide unique consideration and support to ensure retention and recruitment for Hawaiian Language Medium early learning providers

State Plan Building Block 5: Coordinated System

- Increase Infrastructure for Data collection/sharing/analysis

General Guideline for Testimony: consider the potential impact on Hawaiian Medium Education

Attachment F: EOEL ED evaluation Criteria

Date: October 1, 2024

From: Matthew Shim
Early Learning Board (ELB) Governance Subcommittee Chair

Re: Governance Subcommittee Update to Early Learning Board

The Governance Subcommittee met during our regularly scheduled monthly meeting on Friday, September 20, 2023 (1230p-130p).

- Members present on Friday, September 20, 2023, included: Matthew Shim, Rochelle Mahoe, Dayna Luka, and Yuuko Arikawa-Cross
- The Subcommittee members discussed the previously board approved EOEL Director Evaluation goals for July 1, 2023, to June 30, 2024 (approved by ELB on December 14, 2023). For the July 1, 2024 to June 30, 2025 evaluation period, the subcommittee decided to keep the same goals listed in 1, 2, and 3.1 below, **delete 3.3**, and **add 4.1, 4.4, and 5** from board approved EOEL Director Evaluation Leadership Standards/Indicators (approved by ELB on August 15, 2019).

EOEL Director Evaluation goals for July 1, 2024, to June 30, 2023

1. Visionary Leadership/Capacity Building of Statewide Early Learning System from Prenatal until K Entrance:

1.1 Aligns resources, including staffing, strategic initiatives, and office organization to support the development of a system for early learning statewide.

- Work with staff to examine the EOEL's organizational structure to determine if it is adequately aligned with Statute to meet the Office's charge and to achieve the State Plan outcomes

1.2 Collaborates across the public and private sectors and among public agencies to develop shared objectives and to move system-building forward.

- Build strong relationships with private entities similar to those with the public sector and be mindful of supporting private providers' sustainability as expansion of public pre-K proceeds.
 - Seek collaborative opportunities to share professional development opportunities across both sectors
 - Coordinate with DHS Childcare Regulation Program on accreditation efforts within the private sector, offering assistance where needed, and helping to address barriers that impede the process.
- Collaborate with public agencies to expand access to quality public pre-K for 3- and 4-year-old programs as part of the Ready Keiki Initiative, specifically adding 44 classrooms in the upcoming year, in conjunction with the Act 210 timeline.
- Support building workforce capacity by collecting and analyzing retention of teachers and assistant teachers across the system, with specific emphasis upon the impact of public pre-K expansion

2. Advocacy and Communication

2.1 Utilizes opportunities and effective strategies to articulate the value of a quality early learning system to all stakeholders and the general public.

- As part of the P-20 Attainment Goal, monitor and report the percentage of early care and education settings with a qualified and experienced educator along with retention of educators, with a geographic breakdown.

2.2 Keeps Legislators informed about the work of early learning statewide and ELB/EOEL annual priorities for early learning.

- As part of the P-20 Attainment Goal, monitor and report the percentage of early care and education settings with a qualified and experienced educator along with retention of educators, with a geographic breakdown

2.3 Provides collaborative leadership across sectors and constituent groups in support of the Early Learning Statewide Plan.

- Develop a plan to create a Parent Council to support the ELB, defining the nature, roles, and responsibilities of the Council and how it will intersect with the work of the ELB for review/approval by the Board.

2.4 Works effectively within the community, including the philanthropic sector, to secure resources and develop effective partnerships to support strategic initiatives

- Continue to expand access to quality public pre-K for 3- and 4-year-olds as part of the Ready Keiki Initiative.

3. Board Relations

3.1 Keeps the Board regularly informed about the work of the EOEL, analysis of relevant data and the progress of shared priorities to facilitate its efforts to make timely decisions.

- Complete a Statewide needs assessment and effectively use the results to inform refining/revising the State EC Plan and system wide goals.

~~3.3 Works with the Board to develop and implement strategic priorities to guide the work of the EOEL, including making policy recommendations and revisions:~~

- ~~● Develop a plan to create a Parent Council to support the ELB, defining the nature, roles, and responsibilities of the Council and how it will intersect with the work of the ELB for review/approval by the Board.~~

4. Operations Management

4.1 Determines and plans for the operational needs to support the building of a system.

- Complete a thorough analysis of the EOEL appropriated budget since inception to determine alignment with intent, utilization, and future opportunities.
- Complete a statewide fiscal map in partnership with the Children's Funding Project and ECAS to identify the state of funding for children and youth in Hawai'i to be used for future decision making.

4.4 Recruits, hires, and retains qualified personnel, effectively assesses their performance, and supports their on-going professionalism and growth.

- Fill all vacant positions.

- Provide professional growth and learning opportunities for the office as a whole and individuals as related to their roles.

5. Professionalism: The Executive Director demonstrates a high level of ethical and professional behavior in her interactions both internally and externally, supports the diversity of our State and models both transparency and reflective practices.

- ELB Chair and ELB members provide input on this item.
- **ELB ACTION ITEM:** Approve the EOEL Director Evaluation Leadership Standards/Indicators and measures as presented to the board on October 10, 2024.

----- End of update -----