



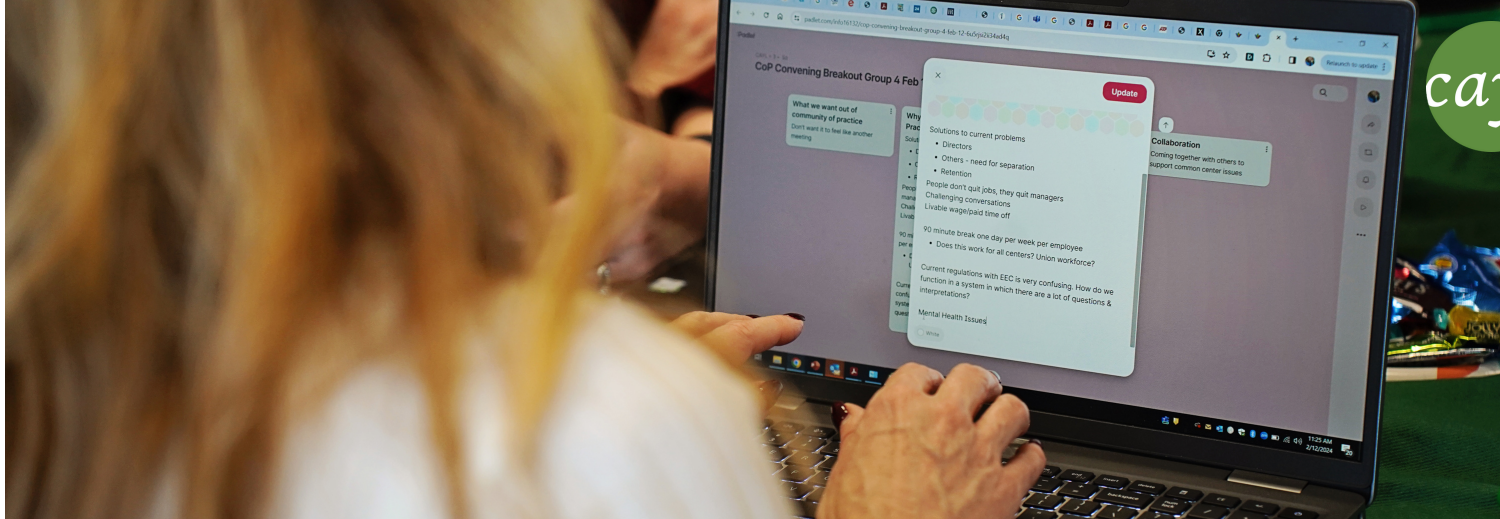
COMMUNITY OF PRACTICE CONVENING SYNTHESIS

FEBRUARY 12-13, 2024

THE CAYL INSTITUTE
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CONVENING REFLECTIONS

Holding two days of in-person convenings, during February in New England, can be a risky proposition. The struggle to get people out of their homes, out of their offices for the morning, and into a career center conference room is not a small one! It would be very reasonable to expect folks to leave this kind of in-person meeting with the feeling that this could have taken place over Zoom and have been just as effective. However, the strength and success of this event came from exactly the inverse of that: for two and half hours, a select group of the Good Jobs Metro Boston Coalition Child Care Sectoral Partnership came together to engage in substantive conversation. Sourcing Partners sat down with ECE Center Directors and were able to see eye to eye, for the first time in perhaps a long while, about the task of building a pipeline to employment. Even moving our second day to Zoom due to inclement weather did not hinder this type of meaningful conversation. It was after attending this virtual meeting that one of our attendees said they were leaving “with a calm feeling” and that portends progress being made on some level!

What emerged from those conversations were two main ideas: a desire to strengthen partnerships between Sourcing Partners and Center Directors through cross-collaboration, and a need for hands-on resources to help orient new teaching staff in ECE classroom settings. These are the two principles that will guide the conversations that will occur in our ongoing Community of Practice meeting series.

When asking "What do we want a Community of Practice to be?", three main ideas surfaced:

- **A place where we can actively transform the nature of not just the work of staffing ECE centers, but changing the nature of work itself**
- **Identifying concrete solutions and building resources that will directly aid those working in classrooms today**
- **Providing opportunities for Sourcing Partners and Center Directors to work together in real-time**

Perhaps one of the most poignant comments was a need for an advocate akin to [Gwen Morgan](#). The CAYL Institute wants to serve as the bullhorn that a powerhouse like Gwen Morgan once did, and we want your voices to be the ones we are amplifying. Our convening was a great start and will pave the way to many more substantive conversations.



MAIN ISSUES FACING CONVENING PARTICIPANTS:

- Addressing the nature of work/this type of work
- Staff Retention
- Concrete Resources/Supports
- Strengthening Partnerships/Pipeline



THINGS ATTENDEES WANT FROM COP

- Bold, creative ideas to change the way the public views careers in child care
- Learn new ideas on how to attract and retain candidates and creative ways to retain new teachers
- Learn about potential resources that can support employees
- How to create effective working relationships between employers and sourcing partners
- To learn what other sites/centers are looking for in their employees to better help our mentees/apprentices when they are placed in a site
- Ideas for new staff orientations and support for new staff members
- We need someone to be a powerhouse like Gwen Morgan
- Sharing of vacancies with trained educators
- A feeling that the meetings are meaningful and worth their time
- Sharing of new strategies, ideas, and best practices
- Network of resources for each other
- Communication from educators to training partners to keep them informed of changes



TOPICS FOR FUTURE MEETINGS

- Establishing trust with your staff and co-workers by:
 - Finding a co-worker to lean on
 - Understanding your staff's love language and how this translates in a work environment
 - Creating support and a sense of feeling valued by a supervisor who invests time in you
 - Supporting potential role changes within the same organization
- Can we cross-collaborate with other funded programs that can be leveraged to support GJMBC goals?
- Follow through of clients in classes and with employers
- Follow up when clients are certified to the sourcing partners
- Bring employers into the sectoral partnership of sourcing partners and colleges
- How to supervise adults - formally and informally
- Support moving from peer to supervisor
- Career Ladders - creating a pipeline of people gaining skills for basics and then continuing education to stay in the field and grow
- Younger workforce needs different supports.
 - Understanding what they need and developing a list of resources that they can access, not always within your HR team
- English classes for educators and alternative language classes for English-speaking directors



FUTURE COMMUNITY OF PRACTICE TOPICS



March 11th @ 1pm

Building a Common Vocabulary of Trust and Support in ECE

April 8th @ 1pm

Timelines: When is hiring most important; what is the ebb and flow of an ECE classroom

May 13th @ 1pm

Working with an Emerging Workforce - how to fill the skills gap

June 10th @ 1pm

Braiding Grants/Services - where to find the talent that is already receiving grant-funded services