

# Mono County Child Care Council



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## Meeting Minutes

**November 19, 2020 1:30PM-3:00PM**

The meeting can be accessed through

**Zoom link:** <https://zoom.us/j/9272623469?pwd=blpndlkvNjJhUm9EeXpiSnlTVDN3QT09>

**Meeting ID: 919 9727 3703 Passcode: MCCCC, Phone: +16699009128**

As authorized by Governor Newsom's Executive Order, N-29-20, dated March 17, 2020, the meeting will be held via teleconferencing with members of the Board attending from separate remote locations. The meeting can be accessed through Zoom link: <https://zoom.us/j/9272623469?pwd=blpndlkvNjJhUm9EeXpiSnlTVDN3QT09> : 919 9727 3703 Passcode: MCCCC, Phone: +16699009128 where members of the public shall have the right to observe/listen. If you are interested in submitting public comment on any item on the agenda, or not on the agenda over which the board has jurisdiction, please send the written comment to the following email address 24 hours prior to the meeting [cpowell@monocoe.org](mailto:cpowell@monocoe.org). Email sent and received in real time during the meeting will be read and addressed during the meeting, but it is highly encouraged that comments be sent in advance of the meeting to ensure they are received and read. This altered format is in observance of recent recommendations by state and local officials that certain precautions be taken, including social distancing, to address the threat of COVID-19.

*In compliance with the Americans with Disabilities Act if you need special assistance to participate in this meeting, please contact [cpowell@monocoe.org](mailto:cpowell@monocoe.org) Notification 48 hours prior to the meeting will enable the Board to make reasonable arrangements to ensure accessibility to this meeting (See 42 USCS 12132, 28CFR 35.130)*

**1) Call to Order:** Molly DesBaillets (Chair) called the meeting to order at 1:30 PM

### 2) Establish Quorum:

MCCCC Members Present ( 8 of 10 members):

- i. Molly DesBaillets, First 5 (Chair)
- ii. Annaliesa Calhoun, First 5 (Secretary)
- iii. Brittany Nelson, IMACA Staff
- iv. Sofia Flores, Behavioral Health (Vice-Chair)
- v. Danielle Dublino, IMACA Preschool Teacher
- vi. Brooke Bien, MUSD
- vii. Kelly Conboy, IMACA CCC Director
- viii. Pam Heays, Consumer of Child Care

MCCCC Members Absent (2 of 10 members):

- i. Julie Winslow, Kids Corner
- ii. Jacinda Croissant, Health Department

LPC Coordinator: Courtney Powell, Mono County Office of Education

Public: None

**3) Public Comment:** Members of the public are given the opportunity to address the Council on items of interest within the jurisdiction of the Council. **No Public Comment.**

**4) MCCCC 2017-2022 Strategic Plan:** Members reviewed the updated Mono County Child Care Council 2017-2022 Strategic Plan. The council asked for a few more revisions and for this item to be brought back at the next meeting. Molly Desbaillets thanked Courtney for her work on this. Danielle Dublino made a comment that the

## Mono County Child Care Council



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document looked good and thanked Courtney for her work. Molly had a few comments regarding this updated plan. First was on page two of the packet bullet two under the actions to include Cerro Coso and sought to understand why they were removed from this bullet. There was discussion to refer to minutes in which that discussion took place. Courtney shared that she remembers it being requested at a previous meeting to have them removed but does not remember exactly why they were removed. She said she is happy to add them back in and review the meeting minutes to clarify. Courtney offered to pull up the meeting minutes and Molly declined as she felt it is too hard to do that in the middle of a meeting. Molly said she would open it up to the rest of the group for discussion. Danielle shared that she feels it would be good to add Cerro Coso back into the second bullet on actions of page one of the document, because it would help with career pathway for high school students to take college child development classes. She did express she does understand why it was possibly removed before and isn't sure how hard it might be to collaborate with them. Danielle and Brittany shared that they remember Cerro Coso being pulled due to the lack of communication. Danielle asked if anyone else had experience with Cerro Coso. Pam shared that she does not have experience working with them. Molly shared that she has worked with them in a variety of ways and sometimes they are hard to get a hold of but are an important piece. Molly asked if there is an urgency to adopt the plan or can the coordinator look it up and bring back notes to the next meeting. Pam chimed in and asked that if anyone else had comments or suggestion to bring them to Courtney so that she can adjust them prior to bring it back for adoption again. Additional edits were on page three of the packet under strategies provide on the fourth bullet should be changed to provider and the phrase should be capitalized. Also, under actions on page two of the document the third bullet point the an should be removed or have something added to it. Molly asked why on the second page the fourth bullet is in italic. Courtney explained that the September meeting the Council let it up to the coordinator to make adjustments as she felt fit. This bullet was one action that contributes to the tracking of increasing slots in Mono County. Danielle asked what R & R stood for. Kelly chimed in and said that it stands for Resource and Referral. Danielle suggested if we are going to acronyms in the document to have definitions at the bottom or on a separate page connected. Molly read the line out loud and said it is not clear to her what the intentions are. Courtney explained that as the coordinator she conducts a zip code priority document that focuses primarily on state and federally funded programs. She said the intention is to create a priority list to include all forms of licensed child care such as family child care, center-based and school-based regardless of being state or federally funded. This document would be done through the collaboration of the LPC Coordinator and Resource and Referral (R &R, IMACA CCC). Pam suggested changing the bullet to read multiple forms instead of all. Danielle suggested that it state exactly what types of care it will include. Molly suggested changing it to licensed and licensed exempt child care slots. Next the council reviewed two bullets that were underlined and italics. Courtney explained that due to technical difficulties these were two bullets she had to work on, on her own to tweak and or

## Mono County Child Care Council



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create. The first bullet read “include family engagement activities and Kindergarten readiness activities”. Courtney expressed that she did not understand how this strategy was connected to maintaining participation in the CQS. Danielle thinks that a definition of the childcare quality system would be helpful in understanding how they are connected. She suggested changing include to provide and add ensure compliance. Molly suggested adding the information from the CQS plan to support definitions. Molly added a thought about First 5 get funding streams for this and they have their own plan on how to implement them. But if we are doing this as a system and recants her statement that we are because it is part of the CQS training calendar. Another note was to remove the first activities and keep just the second one. Molly then stated that in her understanding that just First 5 wouldn’t be responsible for family engagement and kindergarten readiness activities but rather the LPC as a whole when including it here. Courtney stated that the family engagement and or kindergarten readiness activities was listed on the original strategic plan. Danielle brought up that she remembers the kindergarten readiness being part of the original plan and we did pose the question how they were connected to QCC. Molly shared that she sees kindergarten readiness as the ultimate goal of QCC and that she is hearing a desire from Courtney to have it removed. Courtney expressed that she doesn’t wish to have it removed rather to just have a clear understanding of how they are connected. She is not understanding how kindergarten readiness activities is connected maintaining participation. Annaliesa shared her understanding that family engagement and kindergarten readiness are goals of the QCC and sees it as something we want to encourage as participation of providers. That 70% or more are participating and including family engagement and kindergarten readiness activities within their programs. Danielle explained that she sees the action about providing the kindergarten readiness training as the way the LPC is fulfilling goals of the QCC. She expressed the idea of maybe saying provide training in the form of family engagement and kindergarten readiness. Brittany shared that the way she is reading it is that family engagement and kindergarten readiness activities and the training is the action of that strategy. Molly suggested adding providers are supported with specific activities into the objective and rewording that strategy. The last bullet that was in italic was about kindergarten readiness advertisement. Courtney expressed that importance of this that the LPC does this and it is connected to providers having knowledge of the event. Molly asked that it be changed to just Kinder Round up and summed up the agenda item by saying Courtney has some revisions to make before bringing it back to our next meeting for potential adoption and that if anyone has thoughts before then to please send them to Courtney. No Action was taken. **(Action)**

**5) Childcare Quality System (CQS):** Council Members will discuss the QRIS Racist Article. This article was originally a

letter sent to the CDE about the Quality Rating Improvement System (QRIS). The letter raised the idea that this particular system is racist. Molly shared that in her understanding that in turn our CQS is also racist because it is

## Mono County Child Care Council



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portion of the QRIS. Danielle shared her thoughts that's her mind was blown that it is true that most of these policies are created by white women. When she looks around at our group, we are mostly white women as well. We do have a few Latinas which is much appreciated but it is indicative. She said she would like to think that we do our best to serve and support our providers and families regardless of their race but it is true that there are a lot of companies that benefit from this system. She shared that it was eye opening and didn't feel the need to blame anyone. Sofia shared that she liked this whole movement. When learning child development, we talk about how the socioeconomic status and communities have an effect on development but our rating systems actually address these disparities. Sofia shared that she knows here in town we have done a better job of providing interpretation and translation which is one step. But we need to look at the whole picture we are not addressing. Molly thanked Sofia for her input and shared that she knows this is so complex and requires deep thinking. How it has been developed by white people and implemented by white people and how all of the cultural assumptions that come with that makes the whole system to be a racist system. The thing that falls out the most is the wages issue. Molly shared that she was very self-critical and think of the people on this call and how it is a luxury for us to sit around and talk and get paid for it. Which leads her to reflect on how little providers are paid compared to us on this call. Degree attainment and college courses play a role in rating of a program and here in Mono County we have been unable to crack this separation between degree attainment and our Spanish speaking providers. Molly went on to share that her understanding from the state is the rating and the wages issue are separate. How First 5 Mono addresses part of this issue is to have the high portion of their funding go directly to the providers in the form of stipends. Danielle bounds off Molly's thoughts especially the struggle of offering classes in more than one language. Danielle shared that she understanding she might be one of more high paid providers in the county due to a lot of training and the stipend work to higher her wages. But then again, she mentioned she is a privileged white woman that knows how to work the system. Where as many people she encounters that hit that ceiling due to the lack of English language proficiency. She posed the question about Cerro Coso offering ELD classes for adults. We ask them to acquire a second language but then we don't offer them outlets to do so. Sofia bounced off these ideas and shared that even when there are classes there are other outside stressors such as working a whole work day and then going to take classes for parents is a struggle. There is a lot to consider with that. Even if there is a Spanish class offered there is no foundation for these families around capabilities. Sofia went on to share her experience when working with her mom that was provider here in the county for many year, there was a struggle with implementing something as simple as a survey. Her mom struggled with how this

## Mono County Child Care Council



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is a piece of paper and how so I do this and there was no connect between how that survey was going to help her center and how I was going to help the child or family. It just so happen that Sofia was taking a class that related to those survey and she was able to explain how it was going to help. We can provide information in Spanish but how do we actually fill the gap while using it. Being more hands on with the providers. Molly shared that thinking back she feeling that the coaching and mentoring that the system offers is the most impactful. Danielle mentioned she would like to see an objective in our future strategic plan that addresses equity and distribution of resources, pay and equity. She is intrigued to see how the state will address this in the Master Plan. Annaliesa shared her thoughts that so much of this is outside of our preview, that outside of our agencies we cannot make equity in pay and not create equity in our structures and systems but that we can be more aware. That racism is systemic and what can we as individuals do to not be racist but be antiracist. Molly asked if there are other questions or thoughts and encourage us to bring it back at later meeting to see if we have any other thoughts. Danielle mentioned that when she thinks about it the fact that she has gone through this program several times and gotten a lot of money for her program. It directly benefits the children she serves. But maybe she isn't the one who needs it. We reward those that are doing well and not those that are struggling. She states as much as she likes getting grant funding for her classroom but maybe she isn't the one who needs it. Pam shared that she appreciates this conversation and how we can address some of these issues at our local level. **(Information)**

**6) NAEYC Equity Statement:** Council Members reviewed the National Association for the Education of Young

children's Equity Statement. This statement brough deep conversation about how our trainings could be more equitable in ensuring they are hands on and allow for deep one on one thinking. Molly shared that she plans to bring a cultural competency training to the county for providers. Annaliesa Calhoun made a potion to adopt the NAEYC Equity Statement for both the Mono County Child Care Council and the local QCC consortium. Danielle Dublino seconded. All in favor (8). No discission. Motion passed. **(Action)**

**7) MCCCC Letter to Parcel:** Members reviewed and provided input for the letter to the town regarding the importance to include child care in the parcel. Some input was about whom the letter would be coming from? Some of the council felt it was best to come from the council, the coordinator and IMACA to help get our councils name out there. There were additional grammar and spelling edits that will be emailed to Courtney. There was conversation to put it on letter head of the council rather than on one agency's letter head. Pam offered to support Courtney with this. Molly shared that she would like to see the two plans mentioned in the letter to be attached to the letter. **(Information)**

**Mono County Child Care Council**



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- 8) **Meeting Schedule 2020-21 FY:** 2020-21 Fiscal Year Meeting Schedule *12.10.20; 1.21.21; 2.11.21; 3.18.21; 4.22.21; 5.13.21; 6.17.21 (Information)*
- 9) **Agency Round Table:** No Agency updates at this time.  
*(Information)*
- 10) **Meeting Adjourned:** at 3:00PM