

Workforce Think Tank
September Meeting Notes

**Discussed
Benchmarks
&
Strategies**

Infrastructure/Administration

<i>Long Term (10-yr)</i>	<i>Intermediate Term (5-yr)</i>	<i>Short Term (0 – 2 –yr)</i>
BENCHMARKS		
Articulation	Increase mentoring support	Ensure pathways to professional development
	Help teachers get B.A.'s	Ensure pathway toward 16 G.E. & A.A. degree for non-English speakers
STRATEGIES		
		Explore worker registry
		Integrate sites/align all resources (?)

Compensation Floor

<i>Long Term</i>	<i>Intermediate Term</i>	<i>Short Term</i>
BENCHMARKS		
SFUSD K – 12 scale	Head Start scale	tie to MCO (for entry level)
STRATEGIES		
		WAGES Plus should require that salary scale addresses education and experience
Raise the SRR	Fundraise for a campaign to raise the SRR	

- look at education and experience
- have a strong policy statement in support of self sufficiency for ECE professionals

Professionalization

<i>Long Term</i>	<i>Intermediate Term</i>	<i>Short Term</i>
BENCHMARKS		
Tie to SFUSD professional standards	Support all teachers to have a B.A.*	Support all assistants to have an A.A.
Create a credential	Tie to Head Start Professional standards, where appropriate	Ensure ongoing professional development
STRATEGIES		
	Explore support for a cohort model	Require that WAGES Plus sites have e-ee's participate in CARES
		Create a minimal continuing education requirement
		Collapse CARES stipend levels for Master Teacher and Site Supervisor
		Pro-rate PFA stipends for part time employees, as CARES does
		For PFA stipends, create a maximum salary beyond which people don't receive stipends
		For all compensation programs, tie compensation to work done, not title

What do we mean by B.A.? –

- would consider a grandfather provision or B.A. equivalent
- in the field
- ability to integrate knowledge in the classroom
- with field experience
- desire and disposition to be in the field