

## OECE Workforce Development Pathways Brainstorm

CPAC Workforce Committee

10/12/16

### BA Recognition \$

- Reward steps for educational attainment starting at transfer then Associates degree+
  - Mentor –like program that brings \$ to teacher/workforce (with Master's degree/experience) rather than consultant (\*\*)
- Bring back CARES Plus
- Leadership opportunities as teachers with funds and release time (\*)
- Compensated positions within programs
  - Stipend from SF SEED like program for leadership professional development
- Compensation for attending workshops and professional conferences related to leadership
- WARNING – watch out for compensation only tied to additional work, rather than recognizing what is already doing
- Loan forgiveness (\*\*\*\*)
- Housing allowance (\*\*\*\*)
- Tuition assistance while getting BA
- Steps for every year in classroom with BA (\*\*\*)
- Steps for every year in field with BA
- Stipend or loan forgiveness or increase in compensation

### Alternative Schedule for Working Adults (AA and BA)

- Offer evenings and weekends
- Bringing classes into community spaces w/ smaller cohorts (\*)
- Weekend intensives
  - 2 x 8 hour days and 1 Friday night for 4 hours
- Substitute Pool solely for classes/students (\*)
- More opportunity to use work they are doing on their job for credit: video reflections, hybrid online, inquiry/reflective groups as teams
- Course work aligned with what they are doing
- Summer options or institutes – intensives
- Coordinated observation exchange – cross site
- On-line options/distance learning (make sure there is face-to-face TA)

- Paid release time
- Working with community college to maximize resources
- Leverage in-service day across centers
- Maximize college credits; minimum non-unit requirements
- Staggered work schedules
- 10/4 work week (5<sup>th</sup> day for education/homework)
- Shared child care options (Co-ops)
- Child care for non-traditional work hours/school

### **Math/English for General Education completion**

- Clear Academic Plans and messaging
- Pair with ECE course and content (\*\*\*\*)
- Cohorts (\*\*\*\*)
- More writing in CDEV/CAD
- IBEST – ESL teacher in coursework
- Instruction by teachers who understand ELL and ECE workforce
- Give students time to learn and
- Provide self-paced learning in lab with tutor
- On-site homework help and tutoring (at worksite)
- Hub for FCC providers
- Need for technology support – typing, Word
- Online courses math/CDEV (hybrid) with mega mega supports
- Flipped classrooms (community settings)
- Tutors (peer)
- Release time/Sub Pool
- TA (types) that get credit for supporting/tutoring others
- De-accelerated courses
- Math classes taught in Spanish/Chinese (cultural competence/humility)

## Entryways to ECE

*(ID Target Pop: HS Graduates, Adults new to field)*

- Outreach to license-exempt providers
- ECE Special Education pathway
- Inclusion pathway
- HS ECE/ROP program
  - 100 hours of community service
- Early Practicum
- SFUSD teacher pipeline 0-8 credential
- Outreach to ECE interested elementary candidates
- More opportunities to try it out (sic the field) i.e. Jumpstart
- Regional ARRP partnership (San Jose)
- Learn about City College of San Francisco
- Dual enrollment pathway w/ SFUSD occurring now for 18-24 year olds (how many?)
- Clear pathways for adults changing careers
- Ensure units/pathway available for informal training
- Leveraging in course content and practice
- Linked CDEV and GE content
- Clear pathways (Cañada)
- CAIWORKS-LIFT
- Felton Institute
- Head Start Parents
  - Incentives to hire parents
- Summer internships for high schoolers interested in ECE field
- Career fair – more presence/be more visible
- Relationships with career counselors (for people changing career)

## **What's Missing?**

- Local response to the permit matrix survey
- AA/BA Cohorts – including language specific
- Accelerated courses/degree programs
  - Alternative schedule and pathway to demonstrate knowledge and skills
- Language stipend
- Foreign transcript evaluation
- AA Recognition
- Focus on General Education (fee City College)
- Career Coaching/Mentoring
- Professional Development -> Aligned
- Cohorting @ City College level -> GE coursework sequenced and scaffold coursework with WAC/WID
  - Pay parity for equal education
- A real Sub Pool (Sub-agencies @ table)
- ESL Pathway (timeline varies)
  - Support to pass the course
  - Cañada
- Involving teachers as leader for compensation