

Conference on the Young Years
From Pieces and Parts to a Professional Development System, Part III

Finance and Compensation Session

3-8-12

Main Issues

Dollars and Cents

1. Where do we find more information about economic development?
2. How do we access these funds?
3. Build positive relationships with local and state legislators
4. Partnership with local businesses
5. We have to become better advocates for our field
6. Educate the politicians and business owners
7. Participate in worthy wage campaigns
 Example: AFT
8. Advocate funds through local school districts
9. Sales tax in companies
10. Re-educate professionals/politicians/businesses
11. Receptive to the idea of ownership related to the child's outcome
12. Partnering with local colleges or universities for assistance

Ideas/Potential Barriers

- Continue education with all about the necessity of compensation and quality education
- Consistent understanding of all areas of early education care, teachers and caregivers
- Attracting young people into the field
- Revisit K-12 Funding formula and to other existing funding streams to leverage into birth-12 system.
- The field and work is diverse.
- Value of the work and role of women educating of public marketing with effect data.
- Research on quality education now delivers results for later education achievement of youth partnering
- Empowering community education groups "our education"
- Re-examine sociology of work new lens to see woman work.
- Arkansas- Pre-K leader school district sued the state.
- Value the person
 - Pay for training
 - Planning time

- Staff meetings
- Home visits
- Partnerships
 - Community Organizations
 - Churches
 - Service organizations
 - Parents
 - Businesses
- Marketing/Advocacy
 - Legislators
- Connect research to practice

What would make me feel more like a professional?

Request from Providers:

- Less paper work
- Insurance
- Help with HR issues
- Tuition forgiveness
- Tax support
- Zoning issues
- Legal issues (wills, personal, etc.)
- Staff retention
- Time spent with all the visitors
- Changes, changes, changes

General Notes

“Important to Me”

1. Free child care for staff
2. Negotiate with University
3. Flex time or schedule
4. Reduce fees for child care for employees
5. First choice/priority enrollment
6. Designated parking spots
7. Employee night-community activities
8. Dental care
9. Community roundtable
10. Family appreciation night
11. Mammogram mobile visit