



**Selected/Highlights of Blue Ribbon Recommendations
Related to Quality and Workforce Training That Would
“Turn the Curve” Statewide**

| | Limited to State Action? | Alameda County Policy/Practice | What Are Your Questions? Comments? How Would BR proposal look in Alameda County? |
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| Workforce and Quality Recommendations (p.48-62) | | | |
| <i>1. Equity and Diversity</i> | | | |
| A. Examine racial disparities in pay and career advancement and targeted solutions | No | Locally developed equity/leadership development program supports _ teachers a year | |
| D. Core foundation for workforce on DLL | No | AC piloting state program and training 20 teachers in 2020. | |
| <i>2. Provider Engagement in Systems Change</i> | | | |
| A. Collective bargaining | Yes/DONE!!! | | How does AC integrate union supports with other ECE supports to maximize resources? |
| B. CA Workforce Advisory Committee | Mostly/Scope includes reviewing career lattice and pathways ramps; developing higher ed capacity and apprenticeship partnerships; how to increase coaching | | Is AC field familiar with lattice and pathways and have a recommendation? Should we convene higher ed and get their feedback on community colleges offering BA's? (From QC Committee) Tutors essential for success |
| <i>3. Compensation and Support</i> | | | |
| A. For licensed programs receiving public funds: ECE teacher wage parity with TK-12 teachers | | Sales tax initiative would require floor of \$15/hour and provide the increase through rate increase to programs serving minimum 25% low income children | With BR policy, would private programs lose teachers to subsidized programs which could support wage parity? |
| <i>4. Competency based permitting (p.53)</i> | | | |
| B. Create, in less than two years, assessment... | Yes! | | What do we need to do to understand/influence this concept? |