



**The Santa Cruz County Child Care Planning Council**  
El Consejo de Planificación de Cuidado Infantil del Condado de Santa Cruz  
[www.childcareplanning.org](http://www.childcareplanning.org)

**Afterschool Programs Consortium**  
**Tuesday, September 18, 10:00AM-12PM**  
**County Office of Education Ocean/Pacific Room**

**Representatives Present:** Barbara Griffin (Chair and Campus Kids Connection, Executive Director), Teresa Stevens (Mariposa's Art Executive Director), Laura Brown (Live Oak School District), Nick Calubaquib (Boys and Girls Club), Christine Furlanic (Parent), Carole Mulford (COE Child Development Programs Manager), Damian Maldonado (Region V Afterschool Partnerships), Mark Rogers (COE Sup Project Director), Amy Glasgow (Gault School).

### **Meeting Minutes**

#### **I. Welcome and Introductions**

Chair Barbara Griffin called the meeting to order at 10:05. All were welcomed and introduced themselves.

#### **II. Review statement of purpose of consortium and consortium goals as set at CCPC retreat.**

Representatives reviewed the statement of purpose and goals as set at the CCPC retreat. All agreed that the statement of purpose is broad, comprehensive and accurate. At this time the goals will remain as drafted. Future changes in structure/function of this committee may warrant a second review of the goals. Visit the CCPC's website to view the Statement of Purpose and Committee Goals: <http://www.childcareplanning.org/meetings.html#afterschool>

#### **III. Staff Recruitment – How are you finding qualified staff?**

- a. Members shared challenges and best practices for recruitment.
- b. Members discussed opportunities for collaboration and resource sharing regarding recruitment.

#### **Recruitment methods currently being used:**

- Newspaper ads- (somewhat unsuccessful)
- Craig's List
- [santacruzjobs.com](http://santacruzjobs.com)
- UCSC, Cabrillo, Bethany
- Community Television
- My Space Page
- Job Fair at Cocoanut Grove – (Santa Cruz Employers Advisory Committee?)

#### **Opportunities for collaboration:**

- Job Fair
- Recruitment coordination
- This consortium could serve as a voice for afterschool to speak to leadership about issues, challenges and needs of afterschool programs.

**IV. Staff Retention – How are you keeping qualified staff?**

- a. Members shared challenges and best practices for retention.
- b. Members discussed opportunities for collaboration and resource sharing regarding retention.

**Main challenge with retention:** Compensation  
Almost all positions are non-benefited

**Members reported out their teacher pay rates:**

Live Oak \$10-13

Campus Kids Connection \$11-15

YWCA \$11

Boys and Girls Club \$7.50-13

PVUSD and Mariposa's Art \$21-28 (credentialed), aides \$11-15

**V. Professional Development – How are you providing training and career advancement opportunities for staff?**

**Tabled until future meeting due to time constraints.**

- a. Share challenges and best practices for professional development.
- b. Discuss opportunities for collaboration and resource sharing regarding professional development.
- c. Present 07-08 AB212 Program Plan (Professional Development for CDD program staff)
- d. Discuss Technical Assistance/Support Needs and Resources for ASES/21st Century Programs.

**VI. Set next meeting agenda.**

- a. Possible presentation of a successful Professional Development model by Mariposa's Art.
- b. Special Needs – bring Linda Kishlansky. Balance for Kids – grants for afterschool special needs children.
- c. Invite leaders from school districts and service providers to attend presentations to relieve the burden on the program implementers.
- d. Write a letter from Consortium, “what an administrator needs to know about afterschool” or “what a principal needs to know about afterschool”.
- e. Program design – panel presentation drawing upon PVUSD.
- f. Comparison chart of ASES program design - best practices.

**Next Meeting:** Tuesday, November 13, 2007 10am-12pm at COE Ocean/Pacific Room