

EDUCATION AND WORKFORCE DEVELOPMENT ROUNDTABLE MINUTES

September 14, 2022

The Education and Workforce Development Roundtable of the City of Mesa met in the Mesa Fire and Medical Coyote Conference Room, 708 W. Baseline Rd., Bldg. 1., on September 14, 2022, at 1:37 p.m.

BOARDMEMBERS PRESENT

Councilmember Spilsbury, Chair
Councilmember Heredia
Dr. Perry Berry
Kevin Broeckling
Candace Copple
Dr. Dawn Foley
Dr. Andi Fourlis
Sally Harrison
Rich Nickel
Jenny Jackson Robinson
Dr. Tammy Robinson
Jared Ryan (designee for Dr. Shane McCord)
David Williams
Chad Wilson
Vince Yanez

BOARDMEMBERS ABSENT

Katie Lohec Sondej
Dr. Joe O'Reilly

COUNCIL PRESENT

None

STAFF PRESENT

Andrea Alicoate
Evan Allred
Lisa Cartwright-Harris
Tarah Dofelmier
Amanda Freeman
Lucy Hambright
Natalie Lewis
Lauren Lowe
Holly Moseley
Erin Romaine
Bryan Smith
Sarah Tolar

1. Call meeting to order, welcome announcements from the Chair and introduction of new Roundtable members.

Chairperson Spilsbury called the meeting to order.

Chairperson Spilsbury welcomed new boardmembers along with Jared Ryan to the meeting. She excused Boardmembers Lohec Sondej and O'Reilly from the entire meeting.

Boardmembers Candace Copple, ASU Polytechnic Campus Associate Vice President; Dr. Tammy Robinson, President of Mesa Community College; David Williams, Meta Community Development Regional Manager (Southwest); Jenny Jackson Robinson, AP, and Environmental Science teacher at Mesa High School, introduced themselves and provided their background.

2. Take action to approve the Roundtable Meeting Minutes from June 8, 2022.

It was moved by Boardmember Robinson, seconded by Boardmember Jackson Robinson, that the June 8, 2022, Education Roundtable meeting minutes be approved.

Upon tabulation of votes, it showed:

AYES–Spilsbury–Heredia–Berry–Broeckling–Coppie–Foley–Furlis–Harrison–Nickel–
Jackson Robinson–Robinson–Ryan–Williams–Wilson–Yanez

NAYS – None

ABSENT –Lohec Sondej–O'Reilly

Chairperson Spilsbury declared the motion carried unanimously by those present.

3. Review scheduling of upcoming meetings and take action to approve proposed 2023 meeting dates.

Education and Workforce Administrator Sarah Tolar presented proposed meeting dates for 2023 as follows: **(See Attachment 1)**

- Wednesday, December 7, 2022, at 1:30 p.m.
- Wednesday, June 7, 2023, at 1:30 p.m.
- Wednesday, September 26, 2023, at 1:30 p.m.
- Wednesday, December 6, 2023, at 1:30 p.m.

It was moved by Boardmember Nickel, seconded by Boardmember Coppie, that the proposed 2023 meeting dates be approved.

Upon tabulation of votes, it showed:

AYES–Spilsbury–Heredia–Berry–Broeckling–Coppie–Foley–Furlis–Harrison–Nickel–Jackson
Robinson–Robinson–Ryan–Williams–Wilson–Yanez

NAYS – None

ABSENT –Lohec Sondej–O'Reilly

Chairperson Spilsbury declared the motion carried unanimously by those present.

4. Review of Education and Workforce Development Roundtable Evolving Strategic Framework and Project recommendations.

a. Julie Spilsbury, Councilmember and Roundtable Chairperson.

Chairperson Spilsbury outlined the Evolving Strategic Framework and Project recommendations. She identified the three strategic focus areas and discussed the Roundtable's collaborative objective. She emphasized that although the Board will be selecting one priority focus project, the other projects will also receive attention. **(See Attachment 2)**

5. Presentation by Mesa Public Schools and City Staff about the Mesa K-Ready Program. Discussion and questions about the program.

Tot Wallace, Director of Community Education and Outreach at Mesa Public Schools (MPS), and Jackie Thatcher, Family and Community Engagement Supervisor at MPS, displayed a

PowerPoint presentation on the Mesa K-Ready Program. **(See Attachment 3)**

Ms. Wallace reported that she began working at MPS in 2009 and provided a background of events that led to early learning. She discussed the American Recovery & Reinvestment Act of 2009 (ARRA) and recalled that MPS did not qualify for grant funds due to the free and reduced lunch criteria. She discussed the Early Childhood Education Taskforce, developed by Mayor Giles, which brought together many experts in the field and remarked on the strong community effort behind school readiness. She stated the Mesa K-Ready program was primarily web-based, and now the program is in-person and family-engaged. (See Page 2 of Attachment 3)

Ms. Wallace explained that Mesa K-Ready uses academic lessons, fun learning activities, and family support to help Mesa parents and their three-and four-year-olds prepare for kindergarten. She outlined the program objectives, including school readiness, engagement, empowerment, and connectedness. She remarked that parents stay alongside their children in the class to learn how to be their child's best teachers. She pointed out the curriculum supports school readiness and parents are encouraged to be self-sufficient, and educational resources are provided to ensure children are competent in school. She discussed connectedness through fun Fridays, where parents and children gather for informal learning. (See Page 3 of Attachment 3)

Ms. Wallace stated Mesa K-Ready participants must be income eligible, reside in Mesa and within MPS boundaries, be three to four years old, and not currently enrolled in a preschool or formal early learning/care center. She stated the goal is to offer the program specifically to three-year children in the future. (See Page 4 of Attachment 3)

Ms. Wallace remarked the program is eight classes a week and includes a pre- and post-student assessment from highly qualified teachers. She noted the program aligns with state and national early learning standards. She pointed out the program is designed to empower families, adding children learn best through play and the guidance of a caring adult.

Ms. Thatcher mentioned that the program directs families to necessities such as food, security, diapers, bus passes, and MPS Child Find resources. (See Page 5 of Attachment 3)

Ms. Wallace explained the best practice for classroom capacity is 130 students, adding the Mesa K-Ready reaches and impacts entire households. She remarked that the program increases student confidence in learning and improves academic performance. She indicated the long-term goals are to expand the program and collaborate with other school districts to service Mesa students. (See Pages 6 and 7 of Attachment 3)

Ms. Wallace presented data showing students' pre-assessment to post-assessment growth. She explained the data shows an increase in overall growth in the categories of Math, Language and Literacy, and Cognitive and Physical development. (See Page 8 of Attachment 3)

Ms. Wallace discussed popular parent talk topics including kindergarten readiness, big emotions, child development, and discipline. She provided the program's funding sources, which include the John Whiteman Foundation, the City of Mesa, the Salt River Pima-Maricopa Indian Community, and Mesa Public Schools. (See Pages 9 and 10 of Attachment 3)

In response to a question from Dr. Robinson, Ms. Wallace stated capacity was 179 students pre-COVID and 65 post-COVID. She added that marketing has increased interest in the program, and numbers are expected to grow. She noted that the max capacity per class is 16 to 18 and 130 students total.

Ms. Thatcher added that a handful of families have registered and are waiting to start in January when their children meet the age criteria.

In response to multiple questions, Ms. Wallace discussed the plans to develop a long-term longevity impact. She explained parents and students attend class together once per week and that caregivers are eligible to participate in class with their students. She added Mesa K-Ready has bilingual teachers on staff.

Chairperson Spilsbury thanked Ms. Wallace and Ms. Thatcher for the presentation.

6. Presentation by Chair and City Staff on proposal for recommendations of Roundtable action steps regarding Project #1.

Education and Workforce Administrator Sarah Tolar displayed a PowerPoint presentation on the proposal for recommendations of Roundtable action steps regarding Project #1. **(See Attachment 4)**

Ms. Tolar stated she was tasked with identifying and recommending project options to the Roundtable that would generate the most impact. She presented three opportunities: Mesa K-Ready Resource Alignment Expansion, Parent Certificate/Degree Opportunity Expansion, and Community Literacy Initiative. She noted the Mesa K-Ready program's evaluation challenges, including the lack of a control group. She explained that MPS is working to track students through a student information management system and is teaming up with Arizona State University on the potential for a case study. She remarked that following the students' progress and acquiring long-term data would have a meaningful impact. She identified the program focus areas, including increasing the percentage of three- to four-year-olds exposed to curriculum and kinder readiness strategies, promoting early literacy, and having a multi-generation impact. (See Page 2 of Attachment 4)

Ms. Tolar provided information on early childhood data for the City of Mesa and the State of Arizona, including children under five and poverty levels for all children. She noted that the national poverty level decreased due to recent stimulus packages and housing vouchers. She pointed out the City of Mesa has 165 licensed childcare centers and discussed the number of children under four with both parents in the workforce and the available childcare slots by state-recognized providers. She explained that children may need childcare but do not have access to a nearby provider within 3.5 miles. She presented community demographics, including race, ethnicity, and household income by census tract to determine where additional resources are needed. (See Page 3 of Attachment 4)

Ms. Tolar explained the Mesa K-Ready Resource Alignment/Expansion and commented the program is limited by accessibility and funding. She emphasized the need to align with existing community partners to extend access to funds and resources. (See Pages 5 and 6 of Attachment 4)

Ms. Tolar discussed the Parent Certificate/Degree Opportunity Expansion. She noted this opportunity falls under Strategic Focus Area 2 Priority Alignment, to help students and families

seek technical and financial assistance; and Strategic Focus Area 3 Priority Alignment, to provide affordable and equitable access to upskill, train, and educate Mesa's students and adults to respond to the workforce needs of Mesa's industry now and in the future. She emphasized the need to upscale adults and noted the percentage of Arizona residents between the ages of 25 and 64 without a degree or professional certificate. She pointed out that the number of Mesa residents 25 and older with an associate degree or higher is 37.5%. She discussed exploring opportunities for continuing education, industry certification opportunities, and connecting to high-need industry employment opportunities. She explained the need to align with partners due to limited funding. (See Page 7 of Attachment 4)

Ms. Tolar provided information on the Community Literacy Initiative, which falls under Strategic Focus Area 1 Priority Alignment to provide equitable access to quality early learning for Mesa families and increase graduation rates in all high schools serving Mesa families. She discussed the clear impact of literacy from 2019 to the present. She stated staff recognizes an opportunity to help assess current programming, connect resources, fill gaps, create awareness, and engage the city, community, schools, and businesses. She emphasized the importance of all three projects and noted the discussion should include action steps. (See Pages 8 and 9 of Attachment 4)

Boardmember Nickel commented that literacy has been more resilient, and third grade reading is starting to see a bounce back, although math has not.

Chairperson Spilsbury thanked staff for the presentation.

7. Discuss and take action on recommendations for Project #1 action steps.

Chairperson Spilsbury encouraged the board to discuss the recommendations and come to a consensus on where to focus. She reiterated that all projects would receive attention.

Discussion ensued on the recommendations for Project #1 action steps.

Chairperson Spilsbury declared it was the consensus of the Board that the Community Literacy Initiative move forward as Project #1.

It was moved by Boardmember Jackson Robinson, seconded by Boardmember Yanez, that the Community Literacy Initiative be approved as Project #1.

Upon tabulation of votes, it showed:

AYES— Spilsbury—Heredia—Berry—Broeckling—Coppie—Foley—Furlis—Harrison—Nickel—
Jackson Robinson—Robinson—Ryan—Williams— Wilson—Yanez

NAYS – None

ABSENT —Lohec Sondej—O'Reilly

Chairperson Spilsbury declared the motion carried unanimously by those present.

8. Call for future agenda items.

Chairperson Spilsbury encouraged the Board to reach out to Ms. Tolar regarding future agenda items.

9. Call to the public.

There were no public comments.

10. Adjourn.

Without objection, the Education and Workforce Development Roundtable meeting adjourned at 2:50 p.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Education and Workforce Development Roundtable meeting of the City of Mesa, Arizona, held on the 14th day of September 2022. I further certify that the meeting was duly called and held and that a quorum was present.

HOLLY MOSELEY, CITY CLERK

td
(Attachments-4)

2023 Proposed Meeting Dates

- **Final 2022 Meeting Date:**

- Wednesday, **December 7th**, 2022, 1:30 – 3:00 PM

- **2023 Meeting Dates:**

- Wednesday, **March 1st**, 2023, 1:30 – 3:00 PM
- Wednesday, **June 7th**, 2023, 1:30 – 3:00 PM
- Wednesday, **September 6th**, 2023 1:30 – 3:00 PM
- Wednesday, **December 6th**, 2023 1:30 – 3:00 PM

Early Learning through High School



Priorities

- Equitable access to quality early learning
- Increase graduation rates
- Teacher recruitment & retention
- Clear post-secondary career path for all graduation seniors

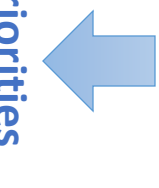
#2 Post-Secondary



Priorities

- Graduate workforce-ready students & adults
- Increase post-secondary enrollment through marketing of opportunities
- Help students/families seek technical & financial assistance
- Support Mesa's adults to compete for immediate placement in the workforce

#3 Workforce Development



Priorities

- Affordable & equitable access to upskill, train and educate Mesa's residents
- Improve link between ed pathways & industry needs
- Leverage partnerships, engage residents, business & industry to understand need, provide access & training

Highlighted Performance Metrics

- # of students enrolled in preschool & equitable distribution across programs
 - Diversity & equity of early learning staff
 - % of on-time HS grad rates
 - Drop-out rates for HS serving Mesa families
 - Annual averages in Mesa teacher pay/compensation
- Post-secondary enrollment statistics
 - Completion percentages in post-secondary degree/certification programs
 - Mesa College Promise data
 - % of Mesa adults with post-secondary credential
- # of Mesa businesses partnering with HS and post-secondary education
 - % of post-secondary grad job placement
 - Mesa unemployment rates
 - Mesa job demand by industry

Project Summary

Strategic Focus Area	#1 - Early Learning through High School	#2 - Post-Secondary	#3 - Workforce Development
Project	Mesa K-Ready	Mesa College Promise	Workforce Pathway Alignment
Priority Area	<ul style="list-style-type: none">• Provide equitable access to quality early learning for Mesa families.	<ul style="list-style-type: none">• Ensure all graduating seniors have strong, fundamental education and life skills and have a clear post-secondary career path that aligns passion, professional interest and workforce needs.• Increase post-secondary enrollment in Mesa by marketing the variety of post-secondary opportunities.• Help students/families seek both technical and financial assistance.	<ul style="list-style-type: none">• Provide affordable and equitable access to upskill, train and educate Mesa’s residents (student and adults) to respond to the workforce needs of Mesa’s industry now and in the future.



A multi-generational, holistic approach



History

- The trends
- The need
- Think tank
- Transformation



Objectives

- School readiness
- Engagement
- Empowerment
- Connectedness



Target Audience

- Mesa residents
- MPS student
- 3yr - 4yr olds
- Income eligible
- Not enrolled



program design

- Student assessment
- Educational best practice
- Empowering families



Program goals



Short term

○ ↑ Enrollment

○ ↑ Confidence

○ Academic gains

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Program goals

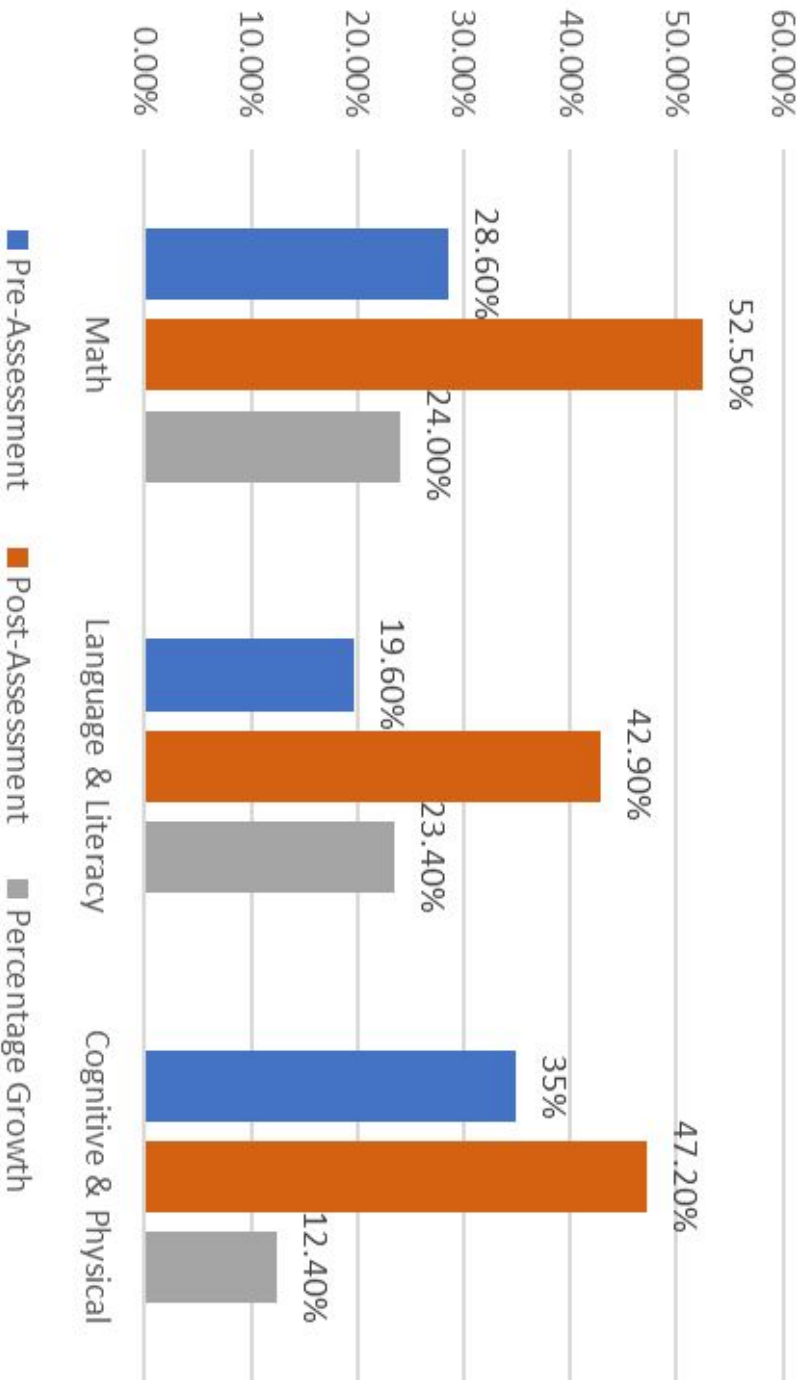


Long Term

- Expansion
- Extension
- Effectiveness

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Overall Growth



Most Popular Parent Talk Topics

Undergarten Readiness

- Big Emotions
- Child Development
- Discipline



ling sources

John Whiteman Foundation

- City of Mesa
- Salt River Pima-Maricopa Indian Community
- Mesa Public Schools



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Discussion of Project #1 Action Steps



9.14.22 - Mesa Education and Workforce Development Roundtable

Mesa K-Ready Reflection



- **Program evaluation challenges:**
 - Lack of control group
 - MPS working with ASU on potential for case study
 - MPS working on tracking students through student information management system
- **Program Areas of Focus:**
 - Increase % of 3-4 year olds exposed to curriculum and kinder-readiness strategies
 - Promote early literacy
 - Multi-generational impact

Early Childhood Data

	Total # of Children under the age of 5	Children under the age of 5 living in poverty	% of children living in poverty
City of Mesa	33,666	7,627	22.6%
State of Arizona	433,968	88,674	20%

Source: American Community Survey, 2020 5-year estimate

	2021 3rd Grade Reading Proficiency
City of Mesa	35.35%
State of Arizona	35%

Source: Arizona Department of Education, 2021 AZM2 results

	Child Care Centers
City of Mesa	165

Source: Arizona Department of Health and Safety (2022)

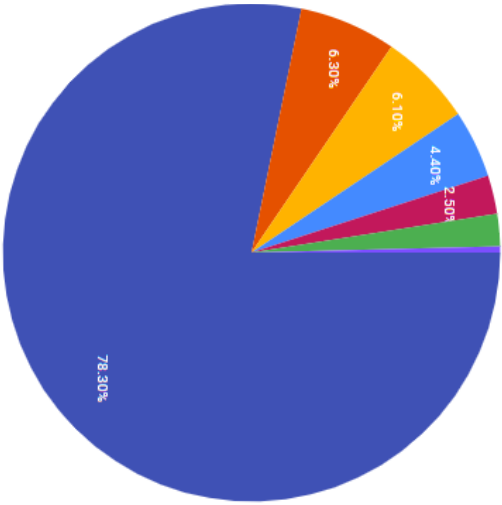
	<u>Need</u> (Children 5 & under with all parents in labor force)	<u>Availability</u> (childcare slots offered by state-recognized providers)	<u>Gap</u> (Children who may need care but don't have access to a nearby provider with available slots)
City of Mesa	24,497	15,589	4,027
State of Arizona	304,180	234,280	76,740

Source: Read On Arizona (data from Bipartisan Policy Center), Arizona Department of Health and Safety (2022), American Community Survey, 2020 5-year estimate

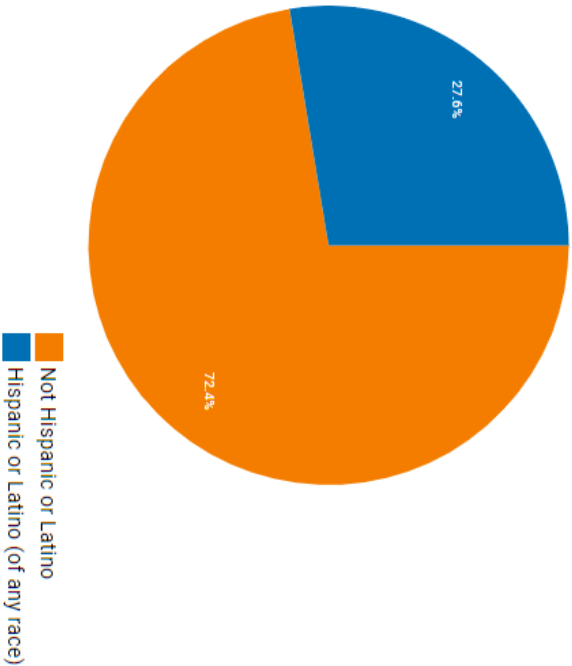
Community Data



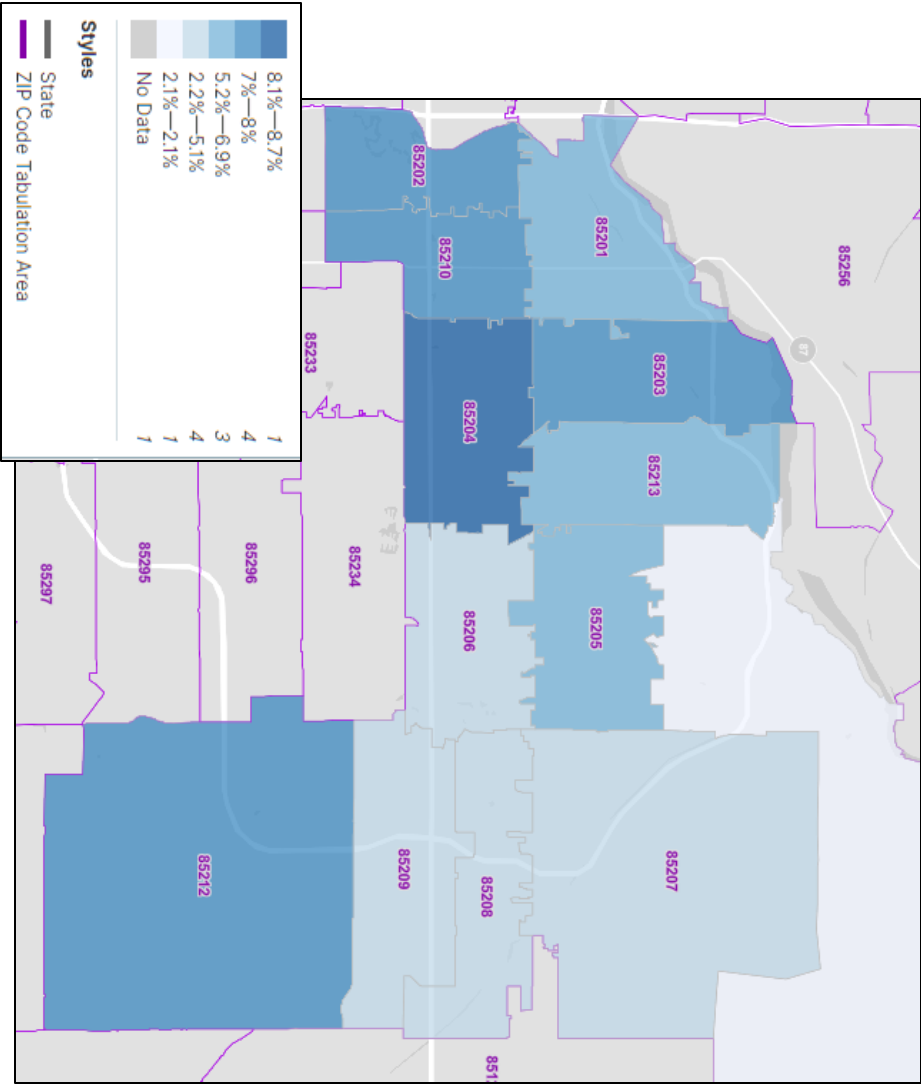
Community Demographics: Race



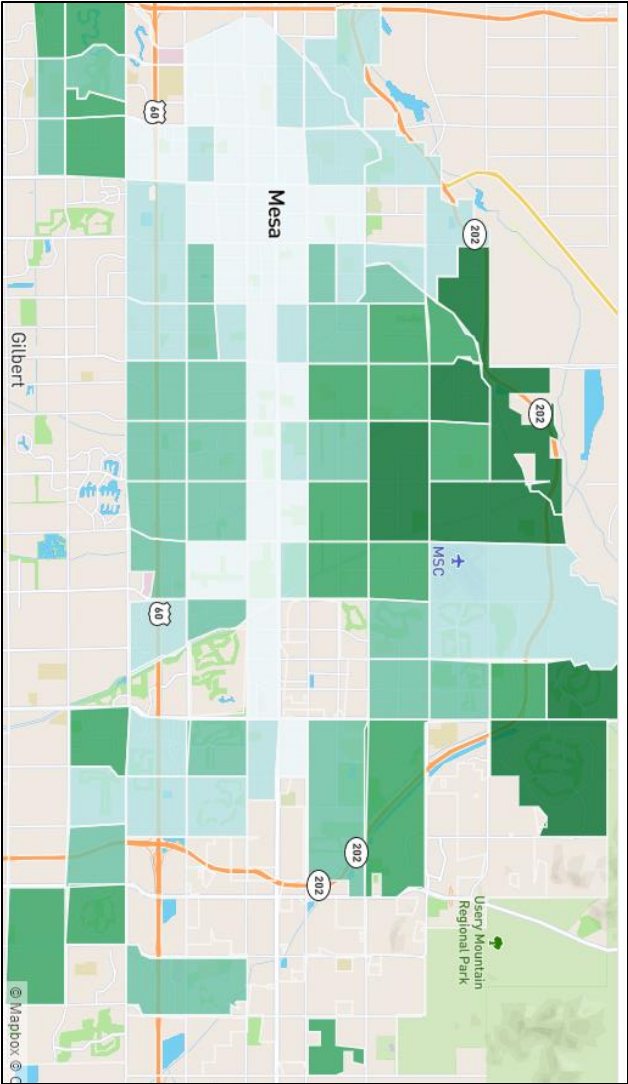
Community Demographics: Ethnicity



% of total population under 5 years by zip code



Median Household Income by Census Tract



Next steps...



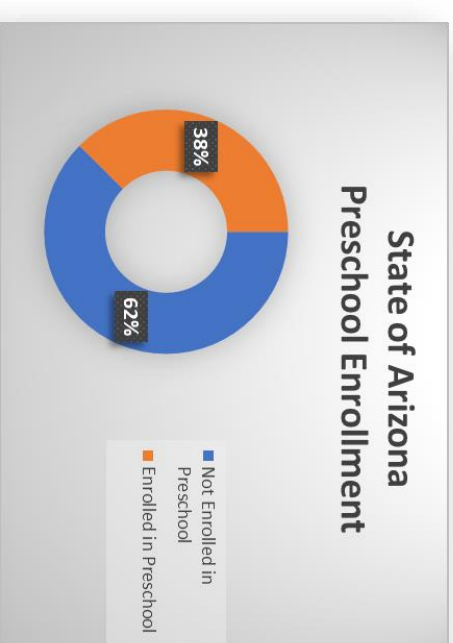
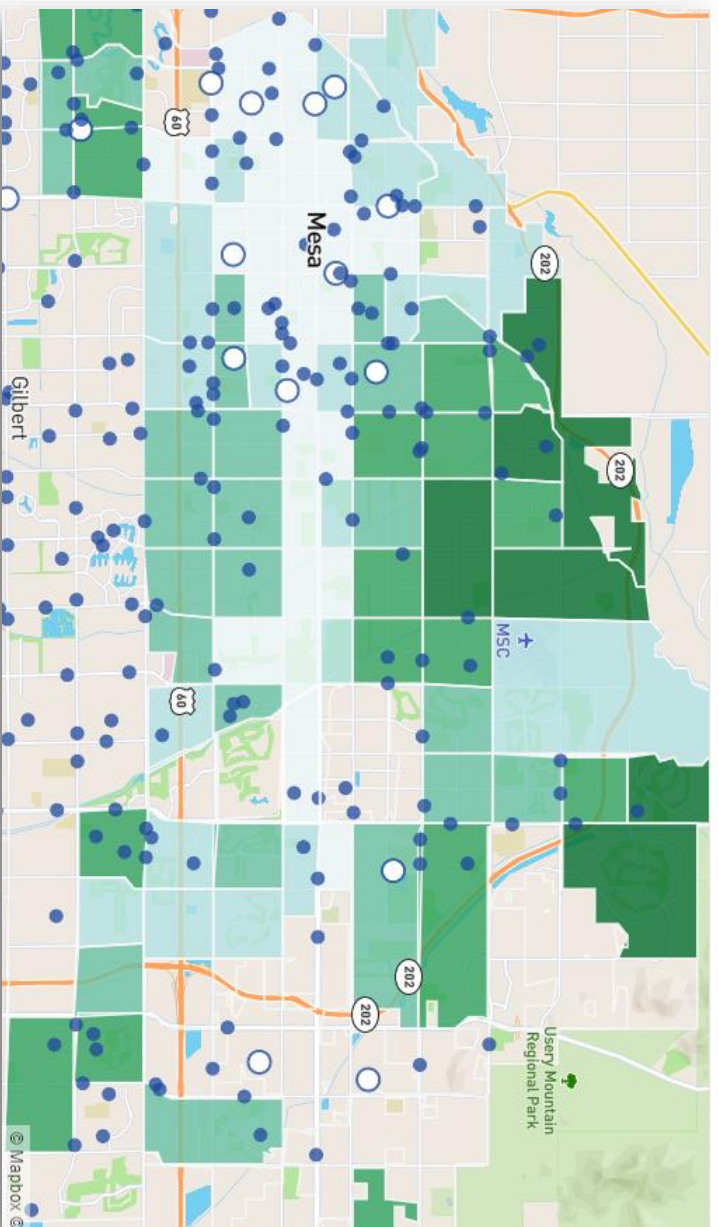
K-Ready Resource Alignment/Expansion

Focus Area 1 Priority Alignment: *Provide equitable access to quality early learning for Mesa families.*

Impacting and Improving Access:

- Explore community partnerships to extend resource access
- *Examples:* Family Resource Centers, Mobile Preschool Model

Licensed Preschool Locations



Source: U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates

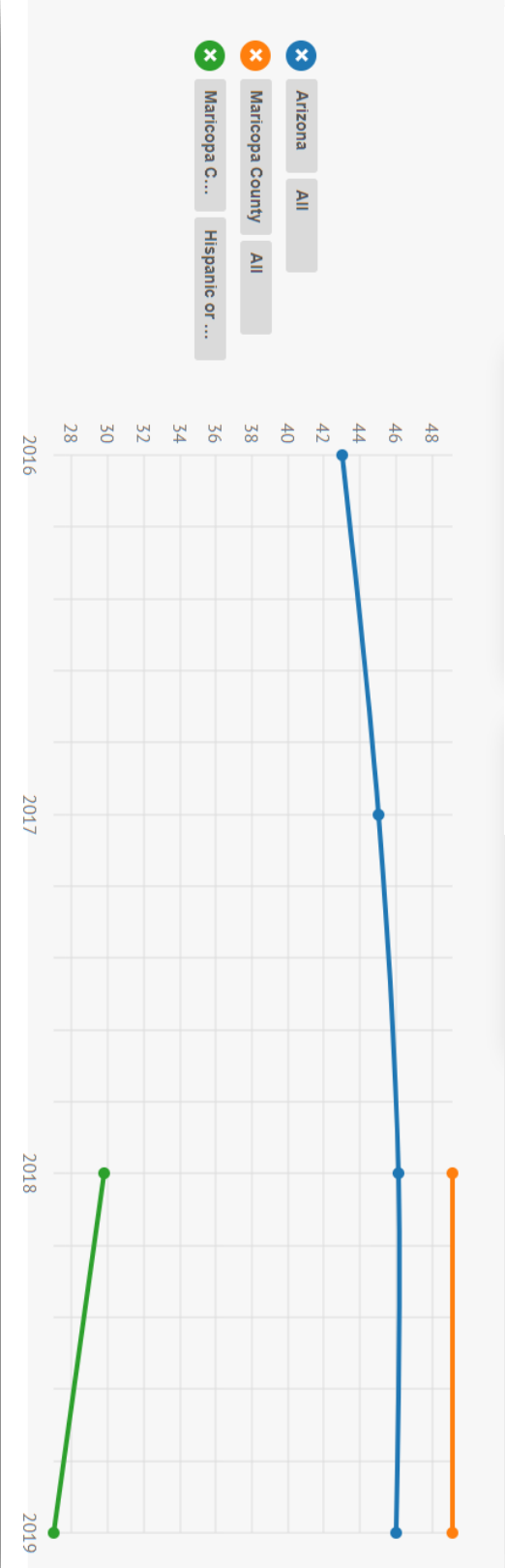
nt Certificate/Degree Opportunity Expansion

Area 2 Priority Alignment: Help students/families seek both technical and financial assistance.

Area 3 Priority Alignment: Provide affordable and equitable access to upskill, train and educate Mesa's residents (students and adults) to respond to needs of Mesa's industry now and in the future.

ATTAINMENT

Percent of Arizona residents 25-64 years of age who have completed a 2- or 4-year degree or who have an active professional certificate or license.



Source: Education Forward Progress Meter - 2019, 1-Year Public Use Microdata Series Person File for Arizona, from U.S. Census Bureau. Current Population Survey, 2019

- Explore:
 - Opportunities for parents/family to continue education
 - Industry certification opportunities
- Connect to high-need industry employment opportunities

25 and older, Associate's Degree or Higher	
City of Mesa	37.5%

Source: U.S. Census Bureau, 2016-2020 American Community Survey 5-Year Estimates

Community Literacy Initiative

Focus Area 1 Priority Alignment:

equitable access to quality early learning for Mesa families.
graduation rates in all high schools serving Mesa families.

Opportunity to help assess current programming, connect resources, fill gaps, create awareness, engage city, community, schools and businesses.



Research shows that
children from low-income
environments do not
have the basic language
skills that support
reading success.

Mesa K-Ready Resource Alignment/Expansion	Parent Certificate/Degree Opportunity Expansion	Community Literacy Initiative
<ul style="list-style-type: none"><u>Strategic Focus Area 1 Priority Alignment</u>: Provide equitable access to quality early learning for Mesa families <p>Opportunity for impact:</p> <ul style="list-style-type: none">- Family resource access- Expanded student access <p>Discussion points:</p> <ul style="list-style-type: none">- Community partnership opportunities- Funding sources	<ul style="list-style-type: none"><u>Strategic Focus Area 2 Priority Alignment</u>: Help students/families seek both technical and financial assistance.<u>Strategic Focus Area 3 Priority Alignment</u>: Provide affordable and equitable access to upskill, train and educate Mesa's residents (students and adults) to respond to the workforce needs of Mesa's industry now and in the future. <p>Opportunity for impact:</p> <ul style="list-style-type: none">- Adult learners- Workforce pathways- AZ Achieve 60 Initiative <p>Discussion points:</p> <ul style="list-style-type: none">- Funding sources- High-need workforce areas	<ul style="list-style-type: none"><u>Strategic Focus Area 1 Priority Alignment</u>:<ul style="list-style-type: none">- Provide equitable access to quality early learning for Mesa families.- Increase graduation rates in all high schools serving Mesa families. <p>Opportunity for impact:</p> <ul style="list-style-type: none">- 3rd grade literacy proficiency rate- Kindergarten readiness- Parent/family engagement in education <p>Discussion points:</p> <ul style="list-style-type: none">- Community partnership- Strategic planning- Resource identification