HEART: How are you feeling coming out of the learning community? One thing resonating with you?

Glad (and sorry) to hear other states are struggling with this issue too. Not just our fault but a societal problem.

Hopeful that so many advocates, elected officials and state partners are gearing up to go "bold on compensation"

Energized to see how much progress has been made already and excited to see what's next on the horizon

Not in this alone



Feeling inspired knowing how many other people across the states are working on this issue, and grateful to have new connections.

Hopeful and optimistic with the momentum and that partnerships and collaborations/relation ships are happening more often with the educators themselves at the center

hear from other states. There are others who are focused on workforce compensation.

How do i replenish the well... tired and worried

> I feel encouraged that our state is not alone in this work. One thing that resonates with me is the willingness of members to share the hooray moments and the missteps.

Feeling grateful for all the knowledge and passion

for this issue.

It was helpful to

grateful for those who have been advocating/working on this for YEARS, energized by NM and others, angry about feds

MIND: What was one thing you learned (can be specific to monthly topics, or more broadly in regards to the Learning Community process or Learning Community participants)?

Learning from successful states is helpful in knowing that there can be a path forward.

Specifics on DC compensations efforts (details on formula / funding mechanism) That there are many states trying many different things and we can utilize the data to advocate for federal and our state to imitate/and if necessary, tweak to improve



The lessons from WA and the efforts related to Healthcare for ECE-- what worked what may have been tweaked or done differently- Same with DC wage supplement.

Loved hearing from the decade efforts of DC to make a difference.

Not new learning, but newly reinforced the importance of the connection between the field and policymakers, including legislators. Coalition building is essential.

learned about how pieces can fit together like salary scales + cost models Great to know more about NM and DC's leadership in this space.

Cannot separate compensation from equity

power of coalitions to achieve change - DC, NM

FEET: How do you see yourself using something you learned moving forward? Or what is one action step you plan to take?

Work with our Coalition to be bold on compensation, building new voices.

I took away an idea each month that will be helpful to informing implementation of the policy investment we expect. So important to work hand in hand with advocates and legislators.

It is VERY clear that federal action is what is needed. It would be great to have these meetings WITH members of Congress so they learn and hear what and how much is needed.

Engage with local businesses for support.



Work on increasing awareness about the initiatives happening around increasing compensation in our state so that more voices are at the table.

Continue to connect parents, other business owners, and the child care professionals themselves to be honest and advocate for a system that will truly meet (cont'd

We're filing legislation that will include a number of the things we've heard about from other states on this call

2/2 to meet the entire communities needs and, ideally, before our system of child care completely implodes crashing the economic foundation. That policymakers understand urgency

Moving the trifecta of educators, parents and employers calling for same public investment - bold state revenue request