



Minutes of May 13, 2022 Board of Directors Meeting

In person at OCCRRA; Virtual via Zoom

The meeting was called to order at 9:04a.m. by President Ed Long. Quorum was established.

In attendance: Directors: Monika Turek, Ed Long (in person), Brandelyn Duden, Sekou Clincy, John Delara, Lucia Ciciolla, Paula Koos, Linda Manaugh, Elizabeth Fisher, LaToyia Williams, Juli Skinner, Cynthia Mooney, Elizabeth Bard (late), Desiree Doherty, Autumn Cooper, Melissa Griffin,

Guests: Nicolle Moore, Audra Miller, Paula Brown, Amanda Maxwell, Stephanie Butterfield

Staff: Carly Harris,

BUSINESS

Consent agenda for March, minutes and the Finance report were presented. Linda Manaugh motioned to approve and Monika Turek seconded. No discussion. Motion passed unanimously.

COMMITTEE & DIRECTOR REPORTS

President's Report

1. **Community IECMH Workforce Listening Sessions.** Ed met with Linda, great discussion. Have not finalized the sites and dates. Will have info finalized next week. Linda will co-facilitate with us. We have a number of collaborators to help us promote and engage communities.
2. **Medicaid Learning Collaborative w/Center for Health Care Strategies.** Focus on early childhood and IMH; We are part of it with Health Department, Healthcare Authority, - brainstorm ideas and engage folks across the state. The first session went well – focus on family engagement, family voice, and lived experience. Ed would like to have an item under business for “Family Voice” to have a guest family join the meeting. Ed and Linda would like to fill one board position with a Family Voice representative. To add to our group to give the family perspective as we are focused on workforce. Ed welcomes ideas from the group about identifying folks who might be interested in joining OKAIMH. Will plan to engage OK Family Network for help as well.
 - a. Elizabeth Bard – talked about CCAN advisory board that provides input and how helpful it is
 - b. Melissa Griffin – wants use to partner with OFN to help support the family voice – training and support on board development. Ed agrees and will be sure to engage OFN or other boards to help support that position.
 - c. Linda Manaugh – following SHC framework really stresses empowering family voices to be AT the table, not just advising the board. Ed thinks we might have both, advisory board members (even as pipeline) as well as voting, participating members – to maximize formal family voice engagement at multiple levels
 - d. Paula Koos – suggests looking at board structure and determine whether the current composition is representative of the groups we want involved. Make this a conscious decision about why/who we are putting people on the Board. Ed thinks that is something we might revisit in thinking about board composition and where are our gaps, to determine strategically priorities for recruitment
 - e. Carly Harris – wants us to keep in mind that we want/need Board members who are endorsed.
 - f. Desiree Doherty says, “bylaws allow 21 seats, we have 2 now open, one we are holding IHO Mildred Ramsey, and one we have currently open and could fill. To Paula's point, we can determine overall structure”
3. **IECMH Learning and Development System for Oklahoma** – Moving from hands of a few to hands of the memory. Endorsement is critical, but build for broader, more diverse workforce and through offerings will also

support our mission and membership through new dollars and partners.

- a. Will be adding new folks to committee – co-chaired by Monika
 - b. Priority agenda item is to create larger system. Does not have to be something that OKAIMH owns, operates/maintains; rather goal/desire is for membership to have access/opportunities for learning and professional development opportunities.
 - c. Autumn Cooper – shared that the Play Therapy association offers as many CEUs as they require each year to ensure members can get their hours and training requirements completed. They also have vetting process to have trainers for the CEUs – pay to become a trainer – another possible revenue source. Ed thinks that is a great example and something we would like to do to better support training needs. Melissa shared in chat, “I think there are big training systems that are starting to think about incorporating IECMH foundations....Big opportunities for OKAIMH and a big need to connect our members who are working on their IMH competencies to get to places who can help them grow in their professional development in a way that makes sense”. Nicolle Moore shared in chat, “I like that idea Autumn! I would love to be a trainer for OK-AIMH to provide professional development opportunities for Endorsed members.” Autumn added that, “I would love to be a trainer, as well. And Nurturing Mama’s Network is working to be NBCC certified so offering CEUs for LBHPs as well makes sense.” Desiree added in the chat, “Yippee Nicolle, Autumn. Thank you. Finding a way to feature and use the talents of our endorsed members to support the development of other professionals seeking endorsement - that seems like a great process for our association.”
 - d. We want to partner with others doing similar things around the state – don’t want a siloed system. Connected with Tessa Chesher (ECHO, IBEAR) and OK Partnership for School Readiness– there are a number of happenings that we would like to better coordinate across entities and tap into resources out there to support its development. There are opportunities (clearing house) through OPSR that we might be able to apply for funding to support the learning and development system.
 - e. Melissa shared that Tessa, Audra, Melissa, and Valerie would be presenting at the Children’s Conference on scaffolding learning in IMH – lessons learned from project launch and SOC. The session might be recorded and we could share it – could be informative to understand current learning pathways and what has been successful in supporting learning. Melissa willing to join Workforce Development.
 - f. Ed shared that Teresa at Tulsa Tech has offered to be a part of this, which is great. Especially with help scaling over time. OSU/OU have learning management systems that could help capture training digitally (e.g., badge system). Melissa agrees that connecting to other training systems is vital to our members. Desiree added in the chat, “Lots of OKAIMH folks have been part of IBEAR - Lucia, Melissa, Ruth Slocum and others. Dr. Amanda Morris and Dr. Tessa Chesher at OSU are both endorsed OKAIMH members too.
- 4. ECE Expulsions from Preschool Report** – Need to start from the beginning is talking about what data do we have, how do we define suspension/expulsion, and how to work collectively to strategize to improve situation. Not meant to be critical but how can we improve things and better serve children and families. Dept of Ed, Health Dept, Mental Health, OCRA, Head Start – getting a group together to start the discussion.
- a. Nicolle Moore shared in the chat, “I worked with Walter Gilliam's team to support research on the CHILD assessment in Ohio. Prevention of Preschool Expulsion was a priority in Ohio. I'd love to be a part of that conversation, Ed.”

Committee Chair Reports

1. **Communications.** Chair: Brandi Duden. Brandi shared that we had 3 responses to the RFQ for the website redesign, so the committee will be reviewing those.
2. **Fall Conference.** Chair: John Delara – Decided on a theme: The Road to Resilience: Strengthening Capacity through Relationships, Learning, and Regulation. Got the schedule – got Bruce Perry, Legislative Panel. Ed has gotten a letter from Lankford to get in touch with the Surgeon General. Surgeon said no. Will write letter to say thank you to Lankford. Sponsorship letters have been sent out, working on the Save the Date. Making good progress.
 - a. Melissa suggested contacting the local lakeshore stores (OKC/TULSA) and let them know how many

early childhood educators may be attending, and asking for sponsorship and letting them know about discounted seats.

3. **Endorsement Strategy Group.** Chair: Autumn Cooper. No formal update. Will be postponing next meeting by a week. Has been talking up the Fall Conference to various groups.
4. **Finance.** Chair: Cynthia Mooney. Meetings will be held last Friday of the month. Memberships are higher than expected, which is good news.
5. **Governance.** Chair: Ed Long. Linda is putting together policies for the association for conflict of interest, whistleblower, advocacy. Moving forward with effort to hire an Executive Director, at least part time. Liz and Desiree are leading the effort to put together a job description. Considering funding options for supporting the position – short and long term. Meetings with potential funders might begin in June.
6. **Sustainability.** Chair: Paula Koos. No formal update, haven't yet met. Needs to recruit people to the committee. Ed is happy to join the committee.
7. **Workforce Development.** Chair: Ed Long (interim). Monika Turek now a co-chair. Haven't met yet, but will bring folks to the table. Part of the Medicaid collaborative effort is working toward opportunities to secure reimbursement rates that align with endorsement. Traylor is supportive, need to figure out the funding and path forward.
 - a. Desiree shared in chat, "a differential in Medicaid reimbursement will drive organizations to support their staff in getting endorsed - as this initiative gains traction, we need to be aware and strategize how to gear up for a much higher volume of endorsement applications". Melissa responded, "It also supports organizations to do the work as it is intended and less pressure to engage in practices like large caseloads that get in the way of good IMH work. our short list: higher reimbursement for Endorsed practitioners, higher reimbursement for complex assessment in IMH, funding key prevention/early intervention models like Circle of Security that we know keep kids out of more intensive care or complement tx models, and therapeutic case management"
8. **Alliance Call. Paula Koos and Brandi attended.** Working on Endorsement Guidelines – creating new categories that include "fully endorsed" and "emerging endorsed" for people still in the process. Trying to do better job of define what people are doing. Also adding an endorsement category with no education requirement.
 - a. Presentations from Washington and NY on DEI efforts. Washington evaluated every committee top to bottom to figure out what they needed. 70% diverse board and website in 5 languages. Would be helpful to get a copy of their plan. They thought outside of the box.
 - b. LaToyia - Alliance providing opportunity for discussions through Indigo Cultural Center. Putting out a survey to recruit people for focus group discussions to explore diversity, equity, and inclusion in the context of early childhood services and Reflective Supervision. Will share email with board and broadcast out to membership
 - c. RSC Symposium in June – Lucia, Ruth Slocum, Ashley Muns, Jordan Gestin to attend.

Business

1. **Endorsement@** - Kelly Sipotz (not present). No formal report.
2. **Diversity, Equity, and Inclusion.** LaToyia Williams. Shared the DEI updated policy for board review – just a few edits made from last version. More than a blanket statement. Will be listed on website and send out as standalone email.
 - a. Paula moved to approve the policy, Elizabeth Bard seconded the motion. Roll call vote. Motion passed

unanimously.

- b. For communications –align social media and digital communications with specific talking points that align with our priorities.
- c. Carly will send out survey for choosing a location for July DEI field trip in lieu of the board meeting.

3. ECE Suspensions and Expulsions – Melissa Griffin presentation. Still a critical need and issue, with lots of agencies and organizations involved. Opportunity for OKAIMH to serve as a convener – from minds of few to minds of many. Being part of the conversation as a facilitator, make ourselves relevant to the discussion. Asked Melissa to present on information and context about what is going on in OK in terms of suspensions and expulsions.

- a. Our board has lots of experience with supporting early care and education.
- b. Focus on paid caregivers as attachment figures
- c. Don't have a lot of data on suspensions and expulsions, including frequency or reasons for it. Use various language around it (e.g., disenrolled).
- d. Boys, and Black boys expelled the most. Gilliam starting looking at data from DEI lens. 3Bs – big, Black, boy. Focus on implicit bias.
- e. Gilliam will be on ECHO call – will elevate link between ACEs and expulsion practices. Risk of being expelled increases with number of ACEs, especially related to DV. OK average is higher than national average for ACEs. <https://childinst.org/an-interview-with-dr-walter-gilliam/>
- f. Need to support care and well-being for ECE providers. Need “regulated other”
- g. Rosemarie Allen speaks on implicit bias: <https://www.rosemarieallen.com/home.html>
- h. Trying to support mental health consultation, bring pyramid model into ECE. Starting to invest in infrastructure that is needed and scale up program and get data to know how much of a problem it is in our programs. Looking to OH as leading example for mental health consultation for ECE. Look for public health strategies to support well-being.
- i. Kevin's group has been collecting data from rural schools that he can share. An interim study on this would make a lot of sense, and can lead to more money. Linda and Ed would be willing to help support an interim study.
- j. Elizabeth Bard – kids suspended/expelled may also be at higher risk for child abuse

Announcements.

- Ed is speaker on the ECHO call next week – Tuesday 9am.
- Melissa Griffin – Canadian County CASA has Karaoke in the Park event in Mustang at Wildhorse Park June 4 6-10pm <http://canadiancountycasa.org/news-and-events.html>
- Moving for Mental Health from Healthy Start – fun family event – Dream Keepers Park in Tulsa Friday May 20. Carly will send out a flyer.

Public Comment

- Paula Brown - Federal Office of Head Start has made SNAP benefits a categorical eligibility for Head Start enrollees. Paula is working with Justin Brown to make sure DHS is aware of that. Hoping to work with him on being able to access immunization records and determine if child is already on SNAP

Next Board meeting is second Friday in June @ 9:00a.m. via Zoom

Meeting adjourned at 10:42 a.m. by Ed Long

Submitted by Lucia Ciciolla