



Executive Committee Meeting
August 9, 2023 8:30 am by Zoom

AGENDA

Members: David Morley, Dr. Shelley Canright, Jesica Mackey, Sen. Gerald Malloy, Dr. Amy Williams
Staff Liaison: Georgia Mjartan

I. Act 81

- Provisions that took effect upon signing of the Bill:
 - o Local partnership boards are required to submit any requests for hiring an executive director, any recommendations for executive director salaries and salary increases, and annual performance evaluations to the State Board.
 - o A process for local partnerships to establish a multicounty partnership.
 - o The Office of First Steps, in consultation with State Procurement, must develop procurement policies and procedures for local partnerships to adopt.
 - o All publicly funded early childhood-serving agencies and entities shall participate in data-sharing initiatives supported by the ECAC.
 - o Board of Trustees / ECAC Membership:
 - The Department of Mental Health shall serve as a member of both the Board and the ECAC.
 - Two local partnership executive directors shall be appointed to serve on the ECAC.
 - o New and/or Updated ECAC Duties:
 - Develop, maintain, and serve as the governing body for a unified and integrated data collection system;
 - Develop and maintain parent knowledge-building activities including, but not limited to, web-based portals with an eligibility screener and common application;
 - Prepare an overall strategic plan at least once every five years that establishes goals, objectives, strategies, and measures of progress to optimizing the state's early childhood system.
- Provisions that took effect July 1, 2023:
 - o The terms of local partnership board members representing DSS, DHEC, and Head Start were terminated.
- Provisions that must be in effect *no later than* July 1, 2024:
 - o The transition plan for all other local partnership board changes must be fully implemented.
 - o A process must be developed for reviewing all submissions related to local partnership executive director hires, salaries, and annual performance evaluations.

Proposed Implementation Plan

- When the law specifies that the State Board will take action, the Board will vote to adopt policies, establish processes, or make revisions as required by Act 81.
- When relevant, input and feedback from local partnerships will be solicited
- Staff will develop draft policies, procedures, processes, and documents with support from attorneys and consultants as needed
- Board committees will consider and vote, when appropriate on:
 - o Local Partnership Executive Director Hiring, Salary and Annual Evaluation Process (Executive)
 - o Local Partnership Board Transition Plan (Executive)
 - o Local Partnership and State Board Bylaws Revisions (Executive)
 - o Local Partnership Core Personnel Policies (Finance and Administration)
 - o Program and Operational Guidelines Revisions (LP Programs and Grants)
- In some cases, an interim policy will be developed (i.e. Interim Process for Local Partnership Executive Director Hiring, Salary, and Annual Evaluation) or policies currently in place that conflict with Act 81 but have not yet been revised will be waived in the interim (i.e. corrective action for board membership non-compliance, certain bylaws provisions relating to board membership). These are stop-gap measures, and working toward full implementation of Act 81 as rapidly as possible and with finalized policies and procedures will be a priority throughout FY2024.
- Staff will inform board on progress of Act 81 implementation throughout FY2024
- External support for implementation will include:
 - o HR attorney re: Local Partnership HR Policies
 - o Nonprofit attorney re: bylaws
 - o Consultant re: implementation plan, management, engagement of stakeholders, and document creation
- Staff will actively coordinate with:
 - o PEBA
 - o State Procurement

Action Required:

Motion to adopt the Interim Process for Local Partnership Executive Director Hiring, Salary and Annual Evaluation.

II. Agency Head Performance Evaluation for FY2023

Action Required:

Motion to enter into executive session for the purpose of a personnel matter.

Motion to exit executive session.

Action Required:

Executive Committee will review board survey results, discuss agency head performance for FY2023, and vote to make recommendations to the full board for rating and evaluation and salary of agency head.

III. Save the Date: Governor's Bill Signing, August 10, 2 pm (in person) and South Carolina First Steps and Early Childhood Advisory Council Board Meeting (virtual) August 17, 2 pm

IV. Motion to adjourn meeting