# Notes from TST meeting- November 12th-13th

In attendance

 Jessica Castaneda- IRRC

Mike Toole- Kansas

John Farrell- Kansas

Danielle Waite- Nebraska

Barbara Patch- CIG Coordination

Ernesto Iovina Zuniga- Massachusetts

Emily Hoffman- Massachusetts

Bernardo Sanchez- Vesga- Georgia

Travis Williamson- New York

Will Messier- New York

Alex Johnson- Iowa

Emily Williams- South Carolina

Bernardo Lopez- NM

Sean Douglas- Maine

Justyn Settles- Tennessee

Laura Alvarez- Arizona

At the start of the meeting Massachusetts staff Emily and Ernesto shared the basic structure of the MA MEP program. They shared about the crops grown, successful ID&R strategies, staff training, and unique recruiting tools MA MEP used. One of these is a database of employers that recruiters update daily as they are out and about working. IRRC members were very interested in the set-up of this database. Emily from MA said they used File Maker Pro to make the database and they made it in house. It was mentioned that it is directly aligned with MIS2000. Members asked about how it was used, designed, etc. One discussion point was that IRRC members said it would be helpful for IRRC to track how different states determine how and what recruiters are doing and if it is effective. For example, some states may use an app, another a set of forms, etc.

After this the group began work as a complete TST workgroup to review FII items for year 5 as well as workgroup tasks. The afternoon was focused on items the whole group could provide feedback on before the separate TST workgroup begins.

These included:

* Determining the focus on data analysis tools that could be created for IRRC states.
* Determine what should be included in the survey for novice and veteran recruiters
* Review the Electronic Referral System
* Determine how the list of recruiter mentors will be used and accessed by state recruiters
* Determine what ID&R assessment tools should be updated and new ones developed
* Determine any focus areas for ID&R Webinar Topics
* Determine any areas of focus for reaching out to Partner Agencies to benefit all states

Data Analytics- this is something Jessica would put together for states based on Power BI type tools that could show ag trends and demographics information for states. The group was asked if they were interested in these types of tools. It was suggested that they could also be used as tools to help showcase program numbers and help other shareholders see how the numbers impacted things.

Jessica mentioned that states that wanted to participate could send data that included individual student information on an excel sheet without any identifiable information but included the following for each student.

Student # Grade Nationality QAD Res Date From Country County Qualifying Activity City State

States would not be required to send this but if they wanted to tools made for their state they could send in the information and these tools would be made. It was determined that the group was interested in this.

**Survey for Veteran and Novice Recruiters**

The group reviewed the survey results of the last time it was requested and discussion was held to determine if it should have different questions, different focus, etc. The group decided to keep the survey the same with an additional comment area where the recruiter could be asked in what area do they think they have improved their skills, or what is one tool that you use to aid you in ID&R etc. They thought with all of the turnover in MEP it would be helpful to see if recruiters still have the same needs as before or if they had changed. The professional Development group will work on what that tool should look like.

**Electronic Referral System**

The group reviewed the referral system found at https://idrreferrals.net and also the admin page at https://idrreferrals.net/admin User accounts were set up for all members. The group was given a basic orientation on how it all worked and basic discussion was held for what is needed for the pilot that the Technology group will plan.

**Recruiter/Mentor List**

The group reviewed the purpose of the developing the new and experienced recruiter/mentors list. The group determined that the list should be a tool to use with TRI and also as a sounding board for some of the scenarios developed by the group in some of the assessment tools. It was suggested that each person on the list be willing to either answer a phone call, review scenarios, or be willing to participate in a TRI event if their supervisor approved. The TRI group will use this resource with their work.

**IDR Assessment Tools**

It was suggested that we continue to update scenarios in the assessments and also in the mini quizzes provide explanations to answers if a recruiter answers a question wrong. It was also suggested that the Competency Assessment send out automatic emails to the ID&R coordinator or state director of the state when recruiters take the test. In addition, it was suggested to take a look at which answers recruiters struggle with on the test to see if those need to be revised or if additional PD needs to be provided. It was also suggested that new types of qualifying agriculture activities be added to the scenarios so recruiters will not feel like they know everything already from reviewing the same types of scenarios.

**Ag Trends Projects**

It was suggested that we review the presentation by OME at IMEC to look at some of the numbers trends of programs in IRRC to see where numbers are going up or down.

The group did not spend a whole lot of time on this but was asked to think about it and send in suggestions as they had them available.

**Partners-**

The group will pursue a partnership on the national level with Migrant Health. Jessica will head up these efforts. The group determined this would be one of the most helpful groups to get on board. It was suggested that we ask each state to let us know how they are partnering with Health Programs and we can use that to start the initiative to find a way to have a national partner with Migrant Health.

At this point the group discussed all points that were needed to be covered by the complete TST before the workgroup time on the 13th. We also discussed the idea of whether group leads should be identified or if Jessica should just work with each complete group. It was determined the whole group model is working at this point so each group will be responsible for the work tasks and Jessica will follow up with the group.

**The groups for this year were also identified.**

**Technology**

Bernardo Sanchez Vesga- GA

Sean Douglas- MA

Justyn Settles- TN

Emily Williams- SC

Travis Williamson- NY

Maria Mendoza- DE

**Professional Development**

Emily Hanehan- NY

Danielle Waite- Nebraska

Laura Alvarez- AZ

Maria Dominguez- IL

Bernardo Lopez- NM

**TRI**

Will Messier- NY

Alex Johnson- IA

Mike Toole-KS

Merriam Massey- AZ

States were asked to share ID&R strategies that were unique or different from their state. GA shared out a tool they developed to review with districts to determine if they were all following their recruitment plans to help raise the numbers in their state. This letter was shared with IRRC members.

NY shared about their strategy to have recruiters also provide mini lessons on occasion when recruiting if time permits. This they said has helped improve their recruiting efforts.

The meeting was adjourned for the day.

# November 13th

Jessica Castaneda- IRRC

Mike Toole- Kansas

John Farrell- Kansas

Danielle Waite- Nebraska

Barbara Patch- CIG Coordination

Ernesto Iovina Zuniga- Massachusetts

Emily Hoffman- Massachusetts

Bernardo Sanchez- Vesga- Georgia

Travis Williamson- New York

Will Messier- New York

Alex Johnson- Iowa

Emily Williams- South Carolina

Bernardo Lopez- NM

Sean Douglas- Maine

Justyn Settles- Tennessee

Laura Alvarez- Arizona

Maria Dominguez- Illinois

TST work groups worked together during the morning of the 13th to work on work group tasks. The workgroups reported out prior to lunch.

**Professional Development Tasks and Timeline**

Professional Development will conduct three webinars/trainings.

- January 13th - Recent History of Moves (4b)

o Emily H. will look through her materials and send the group a draft by the beginning of December.

- March 13th - QAD vs. Residency

o Maria, Bernardo, Danielle – Danielle will look through Nebraska materials

- NASDME - IRRC – QAD

o Laura, Emily, Danielle (NY hat presentation?)

The PD group will ask each IRRC member to send three scenarios (basic, intermediate, advanced) to the group to use for these presentations. This request will be sent out by December.

Webinar Platform – GoTo meetings- Jessica will set up

Webinar Survey – IRRC form – Jessica will do the follow up

 Revise needs assessment survey

- Questions for the needs assessment (Danielle sent these questions to Jessica)

o What are your top five needs for professional development related to eligibility?

* § Refer to survey results from last year for options
* § Add other option

o What are your top five needs related to recruitment strategies and techniques?

* § Refer to survey results for options
* § Add other option

o What are the top five qualifying activities in your recruitment area?

o What are some unique qualifying activities in your recruitment area?

Revise/review 2-tiered ID&R training modules

- Nebraska piloted the training modules – will ask staff for feedback by Dec

- Ask Delaware to pilot these materials and provide feedback by Dec

o Ask Delaware to also look through the mini quizzes and provide feedback for each answer. – Bring answers to San Diego

The group took a look at the questions from the Competency Skills Assessment and listed the questions that states, overall, had scored the lowest on. See the list below.

IRRC Competency Skills Assessment

Low-score questions – All states

Q1 – 72% Eligibility (Age)

Q14 – 56.4% Scenarios (Emilio)

Q17 – 66.5% Scenarios (Isabel)

Q23 – 42.9% COE (Carlita)

Q28 – 56.4% COE (definition of Res Date)

Q29 – 72.7% COE (Alondra)

Q30 – 74.5% COE (To join)

**TRI-**

The TRI group reviewed the documents created in the past for TRI and worked on determining which would be needed going forward and which ones could be condensed.

**Technology Group**

Discussed the basic design of the pilot and worked on feedback forms

Worked on a 1 page explanation about the Referral Tool

Worked on promotional materials- QR code

After lunch Jessica presented about Ag Trends. These included a new possible immigration bill for ag workers, trends in meatless meat, lab grown meats and dairies, bug proteins, invasive species impacting ag in various states, the citrus greening and impacts on FL citrus now expanding to other states, etc.

In addition, Jessica presented a bit about a possible speaker in San Diego named Jon Lowenstein. He has documented migration for the last 20 years and has some wonderful expertise and knowledge to share with the group. Also, Alise Shaver Ivey will be coming. She has expertise working with refugees and also is an early childhood development expert. She has a center on the border in Tijuana that works with refugee preschool age students and their parents. She will be speaking with the group about her project and has invited anyone who would like to see the center firsthand to come the Friday after the TST meeting in San Diego concludes to attend her center if they would like. She will be speaking with IRRC and the PI CIG.

Here are links to their websites, basic bios, and information

For the past 20 years, photographer and TED Fellow Jon Lowenstein has documented the migrant journey from Latin America to the United States, one of the largest transnational migrations in world history. Sharing photos from his decade-long project "Shadow Lives USA," Lowenstein takes us into the inner worlds of the families escaping poverty and violence in Central America -- and pieces together the complex reasons people leave their homes in search of a better life.

http://www.jonlowenstein.com/

https://www.ted.com/talks/jon\_lowenstein\_family\_hope\_and\_resilience\_on\_the\_migrant\_trail?language=en

Alise Shafer Ivey is an educational consultant, Founder and Executive Director of the Pedagogical Institute of Los Angles, and retired Founder and Director of Evergreen Community School in Santa Monica, California. She works privately with schools throughout the US and abroad including China, New Zealand, Korea, Nepal, Japan, Australia, Brazil and Peru. In her role as Executive Director of the Pedagogical Institute, she supports teachers in underserved public schools through The Collaborative Teacher Project. In 2018, she created The Nest, a play space for young refugee children in Lesvos, Greece. Alise also speaks regularly at conferences internationally and was a speaker at TEDx Sunset Park. Her work is informed by a constructivist educational approach and a strong belief in the competence of young children. She also now has a center in Tijuana

https://www.thinkwithus.org/nest-tijuana

https://www.kqed.org/news/11782393/california-teachers-build-a-nest-for-migrant-kids-at-the-border

https://www.sandiegouniontribune.com/news/border-baja-california/story/2019-09-13/daycare-center-for-asylum-seeking-families-in-tijuana-lets-kids-be-kids-again

After the Ag Presentation the Group went through and brainstormed ideas for the next CIG proposal

We reviewed the lists from the past and also had these new additional ideas

* Focusing on training for ID&R Coordinators- we focus on the recruiters but don’t often focus on the coordinators and supervisors on how to be effective. (Ex. Mentoring program for ID&R Coordinators, hiring processes and tips to find good recruiters, how to supervise recruiters effectively.)
* Idea of an app or tool to help track mileage, log in visits to farms, and help recruiter tasks they often have to do be streamlined and save time for all. (examples of what to track- mileage, agribusiness contacts, homes visited, hours worked- basically the recruiter log information)
* Need to make sure we have training for the Electronic Referral tool and expansion of that if needed.
* More continued efforts to help facilitate training through scenario sharing and training based on cases. A way states could submit those scenarios and keep that training fresh and updated.
* TRI resources helping with Quality Control- this can be to help states look at how they are managing their data and ensuring that is it consistent and correct.
* More overall branding of MEP and focus to ensure that resources are available in this for pre-literate migrants.

Incorporating MSIX into ID&R practices

Data Reconciliation Tools and training by IRRC to help states develop a process to help with data reconciliation to improve overall MSIX Data Quality. Like in years past when we helped states develop a state plan this would be looking at a data quality plan/ child count accountability. How to prepare for a MSIX audit- basically a state data plan.

After the group brainstormed ideas, we then had share outs from states about unique IDR techniques or strategies they use in their state.

* Nebraska held a Seeds of Change Conference and invited their partner agencies and agribusiness to all come together for one conference and share ideas.
* New York does internal recruitment sweeps in different parts of their state each year as a way to do quality control, have recruiters get to know new areas, partner and get to know other recruiters in their state, etc. These are very strategic and have been very helpful for them.
* South Carolina uses partnerships with Migrant Headstart. They support each other in recruiting kids for both programs and often work together out in the field.
* Maine made a separate occupational survey to identify workers who were working in elver harvesting. This is a type of activity with very short term moves so they made a survey for schools looking for those that had short term moves and it was very effective increase their numbers 10%. They knew other states use a general occupational survey but didn’t know of any states did one specific to a certain type of activity or crop.
* Arizona felt that the TRI was extremely effective and expressed thoughts on that process.

At this point the meeting was adjourned.