



Thursday, October 27, 2022

9:30 am - 1:00 pm

Google Hangouts: meet.google.com/pxu-hgmp-ywh

Or by phone: 219-316-1174, PIN: 640 790 557#

Meeting Materials:

www.earlychildhoodcolorado.org/eclc-meeting-information

AGENDA

Meeting Objectives:

- Approve the August 25, 2022 Meeting Minutes
- Meet the new ECLC Members and Share Appreciation for Outgoing Commissioners
- Learn about the Work of the Commission
- Hear Updates and Look for Alignment Opportunities from Colorado State Agencies
- Provide Feedback on the Early Childhood Workforce Development Efforts and Compensation and Benefits Initiative
- Identify Future Opportunities for Coordination and Alignment with the Public Private Partnership Office
- Hear comments from the Early Childhood Community

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|---------------|--|
| 9:30-9:45am | Welcome and Introductions (Susan Steele) <ul style="list-style-type: none">• Welcome New Members: Tammi Hiler, Nicole Riehl, Whitney LeBoeuf, Maria Tarajano Rodman, Sondra Ranum, and Robert Werthwein• Appreciation for Outgoing Members: Tom Massey, Angie Paccione, and Heather O'Hayre |
| 9:45-10:00am | <i>Early Childhood Colorado Framework</i> Refresh - Introduction to School Readiness Consulting and Overview of Next Steps (School Readiness Consulting) |
| 10:00-10:15am | ECLC Business and Updates <ul style="list-style-type: none">• ACTION: Approve the August 25, 2022 Meeting Minutes• Review Bylaws and Subcommittee Charters at December Meeting• Colorado Shines Brighter Strategic Plan Updates - Brought to ECLC for Review and Endorsement in December |
| 10:15-11:00am | Department Updates <ul style="list-style-type: none">• Colorado Department of Education (Floyd Cobb)• Colorado Department of Public Health and Environment (Rachel Hutson) |

- Colorado Department of Higher Education (Sondra Ranum)
- Colorado Department of Human Services (Minna Castillo Cohen)
- Colorado Department of Early Childhood (Lisa Roy)

11:00-11:10am	Public Comment (Susan Steele)
11:10-11:20am	Break
11:20-12:05pm	Early Childhood Workforce Development Discussion and Feedback (Jennifer O'Brien - CDE, Stephenie Hickman - CDEC, Angela Ben-Zekry - CDEC and Afton Partners) <ul style="list-style-type: none"> • Compensation and Benefits Taskforce - Feedback Opportunity • Overview of Workforce-Related Planning Efforts • Role of the Commission Going Forward
12:05-12:25pm	Introduction to the Public Private Partnership Office (Natricee Bryant, Public Private Partnership Director)
12:25-12:30pm	Co-Chairs' Next Steps and Final Thoughts <ul style="list-style-type: none"> • ECLC Monthly Town Hall: November 9, 2022 ~ 5:30pm **New date!
12:30-1:00pm	Get to Know the New ECLC Members! <ul style="list-style-type: none"> • Join us to meet our new members and learn about why they are so passionate about early childhood!
1:00pm	Adjourn

ECLC 2022 Meeting Schedule

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|--|--|
| <ul style="list-style-type: none"> • February 24, 2022 • April 28, 2022 • June 23, 2022 | <ul style="list-style-type: none"> • August 25, 2022 • October 27, 2022 • December 15, 2022 |
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Note: Any presentation requested by the ECLC does not constitute or imply an endorsement of the product, process, service or organization by the ECLC.

The next ECLC Meeting will be held on December 15, 2022 from 9:30am to 12:30pm.

For information about future meeting dates, times and locations, visit www.earlychildhoodcolorado.org.



Early Childhood Leadership Commission August 25, 2022 ~ 9:30am - 12:30pm

MINUTES

Meeting Objectives:

- Approve the June 23, 2022 Meeting Minutes
- Hear Updates on the Department of Early Childhood Transition
- Discuss Recommendations on Evaluation Components for Colorado's future Universal Preschool Program based on a systematic review of literature
- Review the Home Visiting Investment Task Force Progress Report and Learn about Future Priorities
- Provide Feedback on Future Grant Opportunities
- Learn about the Oral Health Equity Roadmap and Identify Opportunities to Promote and Support the Recommendations
- Hear comments from the Early Childhood Community

Attendees: Adeeb Khan, Leslie Nichols, Angie Paccione, Susan Steele, Floyd Cobb, Happy Haynes, Jeanne McQueeney, Jasmin Ramirez, Lisa Roy, Lucinda Burns, Sue Renner, Tom Massey, Heather Craiglow, Jake Williams, Kristina Heyl

Welcome, Introductions and Approve Minutes

Susan Steele called the meeting to order at 9:33am and asked for a motion to approve the June 23, 2022 meeting minutes. Happy Haynes motioned to approve the minutes as drafted, Jeanne McQueeney seconded, and the minutes were approved unanimously. Susan let the group know the Governor's Office has asked her to stay on to help lead the Commission while Pamela Harris is on sabbatical.

News from the Colorado Department of Early Childhood (CDEC)

Dr. Lisa Roy, Department of Early Childhood Executive Director, shared that the Rules Advisory Council (RAC) held their first meeting. She thanked the ECLC for their help recruiting and nominating inaugural RAC members. Lisa discussed RAC membership and the role members will play in advising the Department's rulemaking process. Materials from the first meeting can be found on the [RAC webpage](#) of CDEC's website. Lisa encouraged people to [sign up to receive email notifications when rules are drafted](#), [sign up for CDEC's newsletter](#), and follow the Department on [Facebook \(Spanish\)](#), [Instagram](#), [Twitter](#) and [LinkedIn](#).

Next, Lisa announced the hiring of Dawn Odean as Universal Preschool Program Director; Colleen Lynn as Business Innovation, Technology and Security (BITS) Director; and Jeannie Lira as Executive Assistant to the Executive Director. The Department is currently reviewing applications for a Chief Financial Officer.

Lisa explained that 31 of 32 Local Coordinating Organizations (LCOs) have been named, and agreements are being finalized. LCO training will be held in September and October, and community plans are due October 31. A contract with BridgeCare to build the Unified Application System is underway. Brodsky Research and Consulting was selected to work on rate setting for universal preschool (UPK).

The group discussed filling a vacancy on the RAC; new offices for CDEC, potentially in a CDPHE facility; how Brodsky Research and Consulting might work with CDEC's Chief Financial Officer and the Department of Education (CDE) in developing a successful and innovative model for UPK rate setting; and funding for LCOs. Discussion highlighted the importance of ensuring a strong mixed delivery system for UPK and ensuring the maximum amount of funding goes directly to classrooms and students.

Universal Preschool Evaluation Strategies

Dr. Alissa Rausch, with the University of Denver PELE Center, was asked by the ECLC to perform a literature review of preschool program evaluation systems across the country to reveal what has been effective and to develop recommendations to inform an evaluation process for Colorado's UPK program.

Alissa explained that the larger context of Colorado’s early childhood providers, children, and families was considered when developing recommendations. Several questions were asked during stakeholder meetings including “what aspects of early care and learning evaluation do you feel are most important?” Three themes emerged: 1. Family Partnerships and Voice, 2. Focus on Process: intended and unintended consequences, and 3. Equity. These themes were also reflected in the literature and are embedded in the recommendations.

Evaluation is important to determine the success of the Colorado Universal Preschool Program over the next three years. Evidence should be carefully gathered to understand the impacts of the program. Alissa shared the Steps to Building Evidence model created in partnership with the Colorado Evaluation and Action Lab and adopted by the Governor’s Office of State Planning and Budgeting and the Joint Budget Committee for use when considering budget requests. Alissa explained that for new programs, the key is to focus on how to build evidence in implementation. Alissa’s recommendations speak to this model and the relationship between program implementation and child outcomes.

Next, Alissa shared the details of her recommendations for UPK evaluation. From nearly 400 articles discussing universal preschool evaluation, her team developed these recommendations specifically for Colorado:

1. Develop a Theory of Change to inform an integrated evaluation system with the ability to analyze comprehensive data regarding how scaled ECE system characteristics shape outcomes for children, families and providers.
2. Understand the limitations of evaluation including pitfalls and consequences
3. Use an iterative approach to evaluation in order to understand the process of implementation and gather ongoing data about how implementation is being realized in different communities
4. Understand how essential infrastructure elements such as professional development, LCOs, and CDEC are supporting the system
5. Use families as powerful tools in evaluation as they can inform economic benefit and implications, level of engagement, accessibility of “first choice,” and ease of enrollment
6. During installation and early implementation stages, conduct evaluation in the areas you hope to target most, for example BIPOC communities, lower SES communities, small rural, small frontier, urban
7. During installation and early implementation stages, support data collection, use and literacy with providers and administrators to build a culture of continuous quality improvement
8. Use a variety of tools to understand broad and specific outcomes for children, families and providers

A full written report will be compiled for the ECLC in the next several weeks. Alissa also offered to help develop specific infographics for more targeted audiences if needed.

The group discussed maintaining consistency of UPK child outcomes measures with the current Colorado Preschool Program child outcome measurement tool; including resort communities as target communities; looking at both state level and local level shifts as a result of the new program; and studying impacts to children other than 4-year-olds. Other questions included whether the recommendations include specifics on how often to course correct based on evaluation findings; if the literature discussed partnerships between preschool and K-3 partners; what types of data collection are already being used and what do we need to develop; and how to use the Colorado Preschool Program’s evaluation model and collaborate with CDE to build on what’s working well in the system today.

Commissioner Updates and Public Comment

- Susan announced that the Commission will be evaluating and updating the [Early Childhood Colorado Framework](#) to ensure it continues to encompass and emphasize the key goals and audiences and incorporates relevant, up-to-date information and research. School Readiness Consulting will be leading the work. The update will be completed over one year.

- Dawn Alexander announced that Early Childhood Education Association of Colorado has signed a contract to create a statewide ECEA health plan that is accessible to everyone tied to the child care industry. Visit coloradoecea.org for more information.
- Mike Keglovits, College Invest, reminded the group of the First Step college savings program and also shared that in October their 5-year matching grant program will open for applications. If interested and to learn more contact Mike at mkeglovits@collegeinvest.org or 303-376-8833.
- Jessica Bass, Colorado Department of Public Health and Environment, shared about their campaign around raising public awareness for pregnant and parenting people who are experiencing mental health challenges during the perinatal period. They are adding a component of story sharing to the campaign, and participants are eligible to receive a stipend for their video recording. For more information contact Jessica at jessica.bass@state.co.us. Materials can be found [here](#).

[The Root of the Problem: A Roadmap for Early Childhood Oral Health Equity](#)

Adeeb Khan discussed Delta Dental of Colorado Foundation's original mission to support the prevention of early childhood caries. They continue that work and have also expanded to new areas including three initiatives: increasing access to oral health care, workforce diversification, and early childhood oral health promotion and prevention. Oral healthcare is a leading cause of school absenteeism, and about 33% of Colorado kindergartners have cavities, even though cavities are completely preventable. Early Milestones Colorado and Delta Dental Foundation of Colorado have collaborated to create a roadmap for policy and program solutions to help guide this work. They recently received a grant from Rocky Mountain PBS to help with a long-term messaging campaign and resources for families and providers. They are also considering opportunities for the new Department of Early Childhood to support these types of broader each childhood best practices, supports and initiatives.

Tanya Weinberg, Early Milestones, further explained the negative impacts of poor oral health on children's overall health, sleep, nutrition, and social-emotional wellbeing. The health of children is often correlated to the health of their caregivers; therefore, two generation approaches are preferable. The Roadmap focuses on reducing disparities and centers on addressing the needs and education of families of color and marginalized communities.

The goal of the Roadmap is to create a plan to advance integrated and preventive oral health in Colorado's early childhood systems to inform the investments of Delta Dental Foundation and as a resource for future early childhood and oral health partners. During research and analysis, they conducted interviews with stakeholders and national experts. Interviewees included early childhood program directors, policy experts, oral health providers, and public health professionals. They researched resources related to early childhood oral health in Colorado and nationally to produce a 20-year timeline and landscape scan. They also developed a compilation of recommended policies and practices to promote equitable access to preventive oral health services for pregnant people and young children.

Delta Dental Foundation made it a priority to ensure the Roadmap aligns with the [Early Childhood Colorado Framework](#). Many of the core principles of the *Framework* are reflected throughout the Roadmap. The Roadmap is also aligned with other oral health care plans and resources from around the state.

The Roadmap is organized around an overarching objective and four supporting goals. The sections for each goal contain context, strategies and action steps, a suggested timeline, and a list of potential partners.

- Objective: By 2025 young children and pregnant people in Colorado, particularly from communities of color, will experience better oral health outcomes, greater understanding of oral health, and increased access to preventive services.
- Four Goals:
 - A more collaborative system of promotion and prevention in early childhood health centered on children, caregivers, and pregnant people of color

- The workforce is more reflective of communities of color, delivers care in communities, and consists of trusted partners
- Oral health coverage and services are more affordable, especially among the most marginalized populations
- Communication tools use language justice principles and practices centered on children, caregivers, and pregnant people of color

The Roadmap should be leveraged as an interactive tool to increase awareness, promote efforts, and engage diverse stakeholders in advancing and improving oral health for pregnant people and young children in Colorado.

Tanya reminded the group of other initiatives happening around the state. The Colorado Department of Public Health and Environment (CDPHE) will soon be releasing the new state Oral Health Plan. The Colorado Department of Health Care Policy and Financing (HCPF) is starting to engage stakeholders to inform the next phase of the Accountable Care Collaborative which manages the physical and behavioral health services for Colorado Medicaid. The state recently received an Early Childhood Comprehensive Systems grant from the Federal Health Resources and Services Administration. And finally, the Colorado Department of Early Childhood was launched in July 2022, and in addition to universal preschool, the scope of CDEC's work includes physical, mental, and oral health. The hope is for CDEC to begin conversations around integrating oral health and overall health into more early childhood policies and programs. The Roadmap should be shared widely with early childhood providers and policymakers so they can begin to see themselves as oral health partners.

The group discussed building off of Head Start and Early Head Start Child Care Partnerships' oral health services as a strategy to increase preventative oral care; scaling up existing funding for early childhood oral health services; barriers to strategies and actions; and the importance of applying these strategies to rural areas of the state, engaging with rural communities, and ensuring the specific needs of these areas are considered and addressed. Anyone with questions or who would like to discuss the Roadmap further can reach out to Tanya Weinberg at tweinberg@earlymilestones.org.

Preschool Development Grant Updates

Susan reminded the group that the Commission is the advisory body for the Preschool Development Grant (PDG). Lindsey Dorneman manages the grant in the Department of Early Childhood. She explained that states in their final year of the Preschool Development Grant have the opportunity to apply for another round of funding. Colorado was awarded an initial PDG grant in 2018 and has since been implementing strategies and activities. States can now re-compete for additional funds, known as the 2022 PDG B-5 Planning Grant. The new grant is intended for states that have never received PDG funding or states like Colorado to make adjustments to our PDG activities in response to COVID-19. There are 27 eligible states and territories, and they expect to award 10 grants of \$500,000 to \$4 million.

PDG funds are not to be used to create new early childhood programs or for direct services, but should be used to help coordinate existing early childhood programs and funding streams according to identified needs of the state. The grant should be used to assist low-income and disadvantaged children in preparing for kindergarten and to improve transitions from early childhood education settings to elementary school. PDG cannot supplant existing funding. Lindsey described the six expected funding categories which include a statewide B-5 needs assessment and strategic plan, maximizing parent choice and knowledge, sharing best practices among early care and education providers, improving overall quality of early childhood care and learning programs, and program performance evaluation planning.

The existing PDG grant ends December 2022 with a no-cost extension through December 2023. The new planning grant application is expected to open September 9, 2022 and should close November 9, 2022. The grant period would begin December 1, 2022 and end December 30, 2023. The application will be informed

by the Colorado Shines Brighter B-5 Strategic Plan, PDG sustainability and/or expansion needs, and Butler Institute and Early Milestones family and provider surveys.

Lindsey asked for feedback through a [Jamboard activity](#). She asked the group to participate in the Jamboard over the next week while considering what is going well and needs continued investment, what is missing from current PDG work, and what is not being address through federal stimulus or UPK funding that requires additional planning or support. Lindsey shared the [PDG Activity Summary](#) for review as a cheat sheet of current PDG activities and work.

Next, Kristen Lang, PDG Program Access Manager, shared on the PDG B-5: Child Care Business Guides, available in English and Spanish for Family Child Care Homes and Child Care Centers. The Colorado Shines Brighter Needs Assessment and the SB63 Infant and Family Child Care Action Plan identified the need for more enhanced licensing and business support in Colorado's early care and education landscape. Colorado Shines Brighter Strategy 5.1.5 of the Strategic Plan speaks to the need to create more resources to support business acumen. The guides were developed in response to that strategy and have been two years in the making. They incorporate stakeholder recommendations from several focus groups. Moving forward Kristen's team will be working with EPIC to develop an Employer-Based Addendum and the first comprehensive update to the guides. Kristen walked through several important sections of each guide. The guides are designed to be online-only because so many resources are linked throughout, and the guides will be updated regularly.

- Business Guide for Family Child Care Homes - [English](#), [Spanish](#)
- Business Guide for Child Care Centers - [English](#), [Spanish](#)

Changes to the business guides can be suggested through a link in the introduction of the documents or by [submitting this form](#). Kristen asked that the group use [this marketing message](#) to share the guide widely with their networks. People can also [sign up to receive notifications](#) when updates to the guides have been made.

Lastly, Kristen informed the group that [PDG Collaboration and Coordination Planning Mini-Grant](#) is open for applications due September 9. The purpose is for a local organization to work with other local partners in order to better coordinate their birth to five system so families can easily access services, and for the organization to pilot the [Collaboration Guide](#) and [Coordination Toolkit](#) as they complete their planning work in order to inform improvements to those resources.

Home Visiting Investment Task Force - Progress Report and Updates

Tom introduced Kendra Dunn and Ida Rhodes to share updates from the Home Visiting Investment Task Force. The Task Force is a working group under the Program Quality and Alignment Subcommittee (PQA) of the ECLC. Ida shared the definition of Home Visitation as the distribution or delivery method for one-on-one family strengthening programs that meet families in their own environments. Programs are personalized to meet family needs. This year, the Task Force developed an infographic to provide an overview of the main outcomes of family strengthening that span generations. The varying outcomes allow collaboration with other systems for shared investment and strong early childhood outcomes. Ida shared a map of Colorado home visitation coverage. Nine of the programs are national models and one is unique to Colorado. Ida and Kendra shared the list of Task Force members and noted two vacancies, Early Childhood Council Representative and Home Visiting Provider. Ida also shared the Task Force values and vision which align with the ECLC's vision that all children are valued, healthy and thriving.

Kendra shared the [Home Visiting Investment Plan Annual Progress Report for 2022](#). Over the past year, the Task Force spent time developing, prioritizing, and beginning to implement activities and tasks to meet the recommendations laid out in the [Home Visiting Investment Plan](#). Kendra discussed the goals of each strategy and progress made. Notable work from the past year included a data workgroup to identify key home visiting indicators and measures; use of stimulus funds to increase the number of families served; securing a new federal grant to help install Family Connects; collaboration with the University of Denver to develop a

best practices document for serving families in rural settings, families of color, and serving families through virtual delivery; securing home visiting as part of the scope of the new Department of Early Childhood; aggregating information for federal home visiting funding reauthorization (MIECHV); partnering with Start Early to create a policy memo with local case studies on additional federal funding streams that could be used to support Colorado home visiting programs; developing a Colorado home visiting fact sheet/cheat sheet that describes all home visiting programs and models; and a workforce survey and analyses to collect information on home visitor and supervisor experiences, especially to help inform funding from [SB22-213](#).

Intended outcomes of the work include expansion of home visiting services in culturally-appropriate ways; increased advocacy and partnerships for consistent service provision; streamlined funding; innovation for further reach and impact; and consistent, shared messaging. Next steps include reauthorization of the Task Force as a working group under the PQA Subcommittee; continued reporting to the PQA and ECLC including sharing the Implementation Report; and day-to-day implementation of strategies and tasks.

The work of the Task Force can be found on the working group's webpage at www.earlychildhoodcolorado.org/home-visiting.

Co-Chairs' Next Steps, Final Thoughts and Adjourn

Tom thanked Susan for continuing to serve as ECLC Co-Chair. The ECLC will hold a retreat to strategize on the role of the Commission moving forward. The ECLC will be hosting [Early Childhood Transition Planning Monthly Town Halls](#) on September 13, October 11, November 8, and December 13. The meeting was adjourned at 12:25pm.

Note: Any presentation requested by the ECLC does not constitute or imply an endorsement of the product, process, service, or organization by the ECLC

Thank you for joining! We will begin shortly.

ECLC

Early Childhood Leadership Commission

October 27, 2022
9:30 am - 1:00 pm
Google Meet



- Please remember to mute your computer or phone when not speaking ●
 - We will be recording the meeting ●
- All materials can be found at: www.earlychildhoodcolorado.org/eclc-meeting-information ●



Welcome and Introductions

Susan Steele

Meeting Objectives

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- Hear comments from the Early Childhood Community

Welcome!

Tammi Hiler

Nicole Riehl

Whitney LeBoeuf

Maria Tarajano Rodman

Sondra Ranum

Robert Werthwein

We look forward to working with you!

thank you!

Heather O'Hayre

Angie Paccione

Tom Massey

Your commitment and service to Colorado's children and families
is truly appreciated!



Early Childhood Colorado Framework Refresh - Introduction
to School Readiness Consulting and Overview of Next Steps
School Readiness Consulting



COLORADO EARLY FRAMEWORK REFRESH



WHY WE ARE HERE

FACILITATE A
STATEWIDE
STAKEHOLDER
ENGAGEMENT
PROCESS TO PROVIDE
**AN UPDATED EARLY
CHILDHOOD
COLORADO
FRAMEWORK**



MEET THE PROJECT TEAM

SRC's vision is to activate **all children's potential** to create a just society.



Leila

DC



Nicole

DC



Mimi

CO



Judi

NJ



Traci

CA



Sallie

CO



Gina

DC

LAYING OUT THE PROCESS

October 2022-September 2023

START

Oct 2022-Sept 2023



September 2023

FINISH

Highlighted steps are upcoming feedback and contribution opportunities

UPCOMING OPPORTUNITIES TO **CONTRIBUTE**

Depending on your capacity and interest in being involved, below are some potential opportunities to make connections or share your feedback throughout the framework refresh process.

Public-Private Steering Committee

Ongoing over the course of the process

(4) meetings for thought partnership around key decision points

Stakeholder Engagement

(Recruitment, Outreach, Participation)

Early 2023

Focus Groups

Interviews

Survey

WHAT'S AHEAD

Seating the Public-Private Steering Committee

We welcome and invite you to express interest in joining and/or nominating an individual who you think would provide an important perspective to this process. We will be following up with more information on the criteria and perspectives we are hoping to convene.



**WE ARE LOOKING
FORWARD TO
WORKING
WITH YOU!**

sammander@schoolreadinessconsulting.com



ECLC Business and Updates

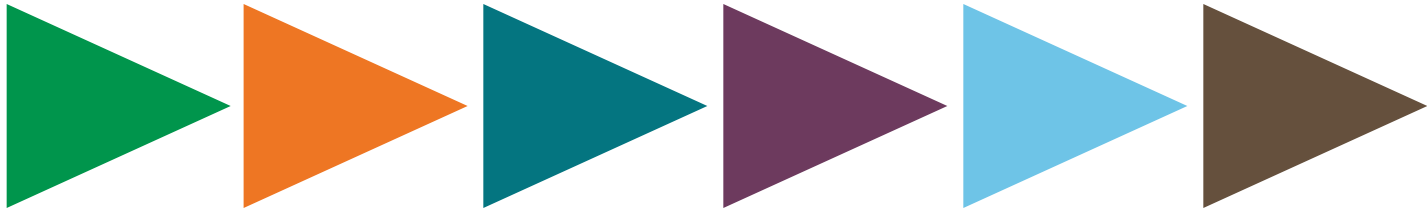
ECLC Business and Updates

- ACTION: Approve the August 25, 2022 Meeting Minutes
- Review Bylaws and Subcommittee Charters at December Meeting
- Colorado Shines Brighter Strategic Plan Updates - Brought to ECLC for Review and Endorsement in December

COLORADO SHINES BRIGHTER

Strategic Plan Update Process

Early Childhood Leadership Commission
October 27, 2022



Colorado Shines Brighter B-5 Strategic Plan, 2020-2025

- Developed under the Preschool Development Grant Birth through Five Initial Grant
- Initially informed by the 2019 Colorado Shines Brighter Needs Assessment and stakeholder outreach
- Aligned to the Early Childhood Colorado Framework
- Endorsed by the ECLC in December 2019 as the state's comprehensive, statewide B-5 strategic plan



Colorado Shines Brighter Strategic Plan Working Group (PQA Subcommittee)

- Identify and monitor activities that support strategies in the Strategic Plan that are not funded through the PDG B-5.
- Recommend changes to update the Strategic Plan based on inputs from ongoing needs assessment and evaluation activities as well as stakeholder feedback.

Working Group Representation

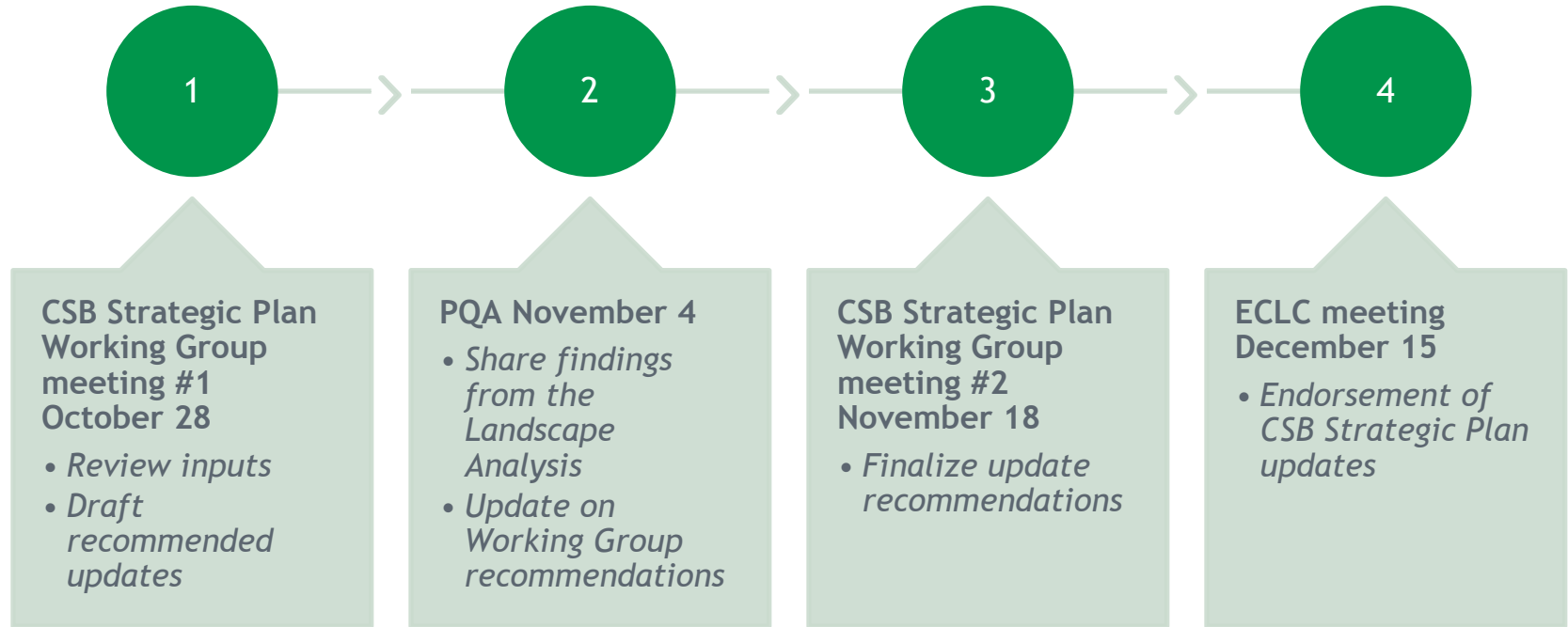
B-3/Infants and Toddlers	English Language Learners/Refugee or Immigrant Populations	Licensed Child Care
Business Supports	Friend, Family, Neighbor Care	Mental Health
CO Department of Education, P-3 Office	Funders/Philanthropic Partners	Parents/Caregivers
CO Department of Early Childhood	Governor's Office	Physical Health and Wellness
Early Childhood Councils	Head Start	Public Preschool
Early Intervention Colorado	Home Visitation	Special Education
Early Childhood Leadership Commission	Homelessness and Migrant Supports	Workforce Development

Strategic Plan Updates – Inputs

- 2022 Landscape Analysis
- PDG B-5 Evaluation (Butler Institute)
- Early Childhood Comprehensive Systems Grant Strategic Plan
- Changes to Colorado’s early childhood landscape
 - Stimulus funding
 - Implementation of 2021 legislation
 - Universal Preschool
 - Department of Early Childhood



Strategic Plan Update - Timeline



Questions? Thank you!

Lindsey Dorneman

Preschool Development Grant B-5 Director

lindsey.dorneman@state.co.us



This project is supported by the Preschool Development Grant Birth through Five Initiative, Grant Number 90TP0054, from the Office of Child Care, Administration for Children and Families, U.S. Department of Health and Human Services. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the Office of Child Care, the Administration for Children and Families, or the U.S. Department of Health and Human Services.



Department Updates

Department Updates

- Colorado Department of Education (Floyd Cobb)
- Colorado Department of Public Health and Environment (Rachel Hutson)
- Colorado Department of Higher Education (Sondra Ranum)
- Colorado Department of Human Services (Minna Castillo Cohen)
- Colorado Department of Early Childhood (Lisa Roy)



COLORADO

Department of Early Childhood

**Colorado Department of Early Childhood
Updates
October 27, 2022**

Dr. Lisa Roy, Executive Director

Building a Strong Foundation

- Initiated a collaborative strategic planning process
- Hiring staff very quickly - building our backbone
- Appointed Local Coordinating Organizations (LCOs)
- Appointed Rules Advisory Council
- Held first rulemaking hearing
- Early Childhood Professional Credential Update



Strategic Planning: Proposed Values

Equity

We recognize that advancing equity leads to better outcomes for our young children. We are committed to providing equitable and inclusive services to meet the diverse needs of our young children and their caregivers by engaging communities in decision-making, supporting a diverse workforce internally and externally, strengthening policies and procedures through an equity lens, removing barriers to access services, and using data to address disparities.

Family- and Community-focused

Colorado's children, caregivers, and communities are at the forefront of our work, and we strive to consistently earn their trust. We prioritize opportunities to collaborate and hear their voices to meet their diverse needs, foster clear and consistent communication, and commit to transparency and accountability in processes and outcomes to ensure they get what they need to thrive.

Excellence

We hold ourselves accountable in providing high-quality service delivery to support the whole child, whole family, and meet the unique and diverse needs of our communities. We implement comprehensive and coordinated services in collaboration with our dedicated community partners and skilled early childhood workforce.

Innovation

We leverage our strengths and partnerships to take courageous steps to evaluate current beliefs and practices, incubate and pilot innovative ideas, and drive change. We ground our work in research-based evidence, outcomes-focused practices, shared measures, and continuous quality improvement.



Strategic Planning: Proposed Goals

1. Ensure all families have equitable and easy access to high quality and affordable early childhood services to meet the unique developmental needs of children in mixed delivery settings, including home and communities, child care and preschools, and healthcare settings.
2. Recruit, retain, well-compensate, and support a diverse and qualified early childhood workforce to provide care and education to all children and their families.
3. Partner with families and organizations to meaningfully and equitably engage, support, and empower families and communities to promote children's overall development, learning, and well-being.
4. Develop and enhance diverse partnerships with stakeholders (parents, early childhood professionals, communities, local and state public and private organizations) to strengthen a statewide, comprehensive, well-coordinated, and sustainable early childhood system that meets the evolving needs of all children, families, and communities.
5. Leverage and align available federal, state, and local public and private funding streams to maximize impact and develop a sustainable funding strategy to maintain and strengthen early childhood programs and services.
6. Develop and continuously improve on a statewide, integrated data system and research agenda to access timely and actionable data, inform planning and policy development, enhance informed decision-making, and improve service delivery.
7. Strengthen internal operations and prioritize employee diversity and well-being to effectively and efficiently serve our children, families, and communities.



Rules: UPK Qualifying Factors

Children who meet one or more of the following criteria will be eligible for additional hours of state-funded care under the UPK program:

- A child who lives in a low-income household (270% of the 2023 Federal Poverty Guidelines)
- A child who is a dual language learner and the native language spoken in the child's home is a language other than English, or the child's native language is not English
- A child with an Individualized Education Program (IEP)
- A child who is currently in a foster care home or in non-certified kinship care
- A child who is identified as homeless

Applies to four-year-olds (on top of base UPK hours), three-year-olds, and children younger than three in districts with a waiver to serve children younger than three years old



How to stay informed on rulemaking

- RAC meeting schedule published on CDEC website - you're welcome to join!
- [Sign up](#) to be notified when rules are drafted and available for public comment
- Sign up for our general newsletter and follow us on social media
- Public notice information on the CDEC website



THANK YOU

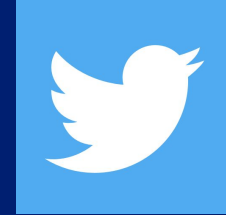
Keep in touch!

lisa.roy@state.co.us

Questions?



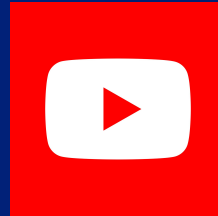
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@PrimerInfanciaCO



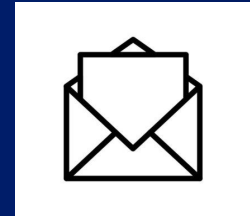
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Colorado Department of Early
Childhood



Newsletter
cdec.colorado.gov



Public Comment



Break



Early Childhood Workforce Development Discussion and Feedback

Jennifer O'Brien (CDE), Stephenie Hickman (CDEC), Angela Ben-Zekry (CDEC)
and Afton Partners

Early Childhood Workforce Development Discussion and Feedback

- Compensation and Benefits Taskforce - Feedback Opportunity
- Overview of Workforce-Related Planning Efforts
- Role of the Commission Going Forward



COLORADO

Department of Early Childhood

CDEC Workforce Initiatives Update Early Childhood Leadership Commission

October 27, 2022

**Stephenie Hickman, CDEC
Angela Ben-Zekry, CDEC
Afton Partners
Jennifer O'Brien, CDE**

Compensation and Benefits Task Force





COLORADO

Department of Early Childhood

Compensation & Benefits Task Force Early Childhood Leadership Commission Report

October 27, 2022

Develop a compensation and benefits plan for Colorado's ECE workforce, building on the EC Workforce 2020 Plan.



Deliverable Due December 31, 2022



Salary scales for 3 Colorado regions



Options for additional point-in-time financial supports, such as bonuses and stipends



Overview of promising strategies from other states related to benefits and additional “perks”



Funding considerations in implementing wage scales and benefits, contextualized for Colorado and based on national best practices

Why A Salary Scale?

1

For the System:

- Provides a transparent and objective tool with pre-established credentials associated to base wages
- Honors regional differences for cost of labor
- Serves as an input for cost modeling
- Has the potential to decrease wage disparities across settings, program type, and geography if universally applied

2

For Providers:

- Serves as a potential budget planning tool for providers

For Educators:

3

- With successful communication, can help retain and attract new employees
- May serve as a tool to promote career growth



What A Salary Scale Is

- Serves as a general guide for how wages should function in a given market by anchoring to economic indicators
- Honors educators' credential
- Honors differences in labor and cost of living via regionality
- Makes clear distinctions amongst roles



What A Salary Scale Is Not

- Doesn't prescribe pay as associated with years of experience in detail
 - For example, in K-12, employees earn a "step" increase for each additional year of experience in a "step and lane" contract
- Not a "ceiling" for wages in the field

Point-in-time supports provide immediate financial relief

- Point-in-time supports are interim measures that provide educators with additional income outside their regular salary and benefits
- Incentivize individuals to join or remain in the sector by offering cash awards, addressing recruitment and retention challenges and stabilizing the workforce in the short-term

Point-in-time supports provide **short-term financial relief**, but should be used to **complement**, not replace, **larger-scale/long-term** changes to the **compensation structure**

Tax credits, wage stipends, and bonuses are three common types of financial supports


Type of support	Description
Tax Credits	Reduce the amount educators' owe, most often for state income tax , or increase their tax refunds
Wage stipends	Recurring awards granted on a predetermined timeline and available for as long as educators are eligible and funding is available
Bonus payments	One-time awards designed to award specific achievements or characteristics (e.g., tenure, credential attainment)

The **key difference** between wage stipends and bonuses is **frequency**

Colorado's tax credit for early educators is step towards improving educator compensation

[HB22-1010](#), the Early Childhood Educator Income Tax Credit, is a refundable income tax credit for an early childhood educator who:

- Has an adjusted gross income that is less than or equal to \$75,000 for an individual filing a single return or \$150,000 for an individual filing a joint return;
- Holds an early childhood professional credential for at least part of the income tax year; and
- For at least 6 months of the income tax year, is either the licensee or employee of an "eligible program", as defined by the act
- This tax credit is available for four income tax years beginning 2022
- The amount of credit is dependent on an eligible educator's credentialing level and is annually adjusted for inflation



Wage stipends and **bonus payments** can be used to complement the existing tax credit and further stabilize the early childhood workforce

1. What information will you need to see in a final report to champion a robust compensation strategy for the ECE workforce in Colorado?

2. What *else* would you like to see prioritized in our research related to compensation and benefits strategies?
 - a. Healthcare benefits
 - b. Time off strategies (e.g. substitute pools)
 - c. (Additional) tax credits
 - d. Bonuses
 - e. Stipends
 - f. Professional development pathways

Next Steps: Early Childhood Workforce Plan



Process to create
one Early
Childhood
Workforce Plan

Stakeholders will
be called to build
the Workforce
Plan for the new
Department of
Early Childhood

Early Childhood Workforce 2020 Plan Report

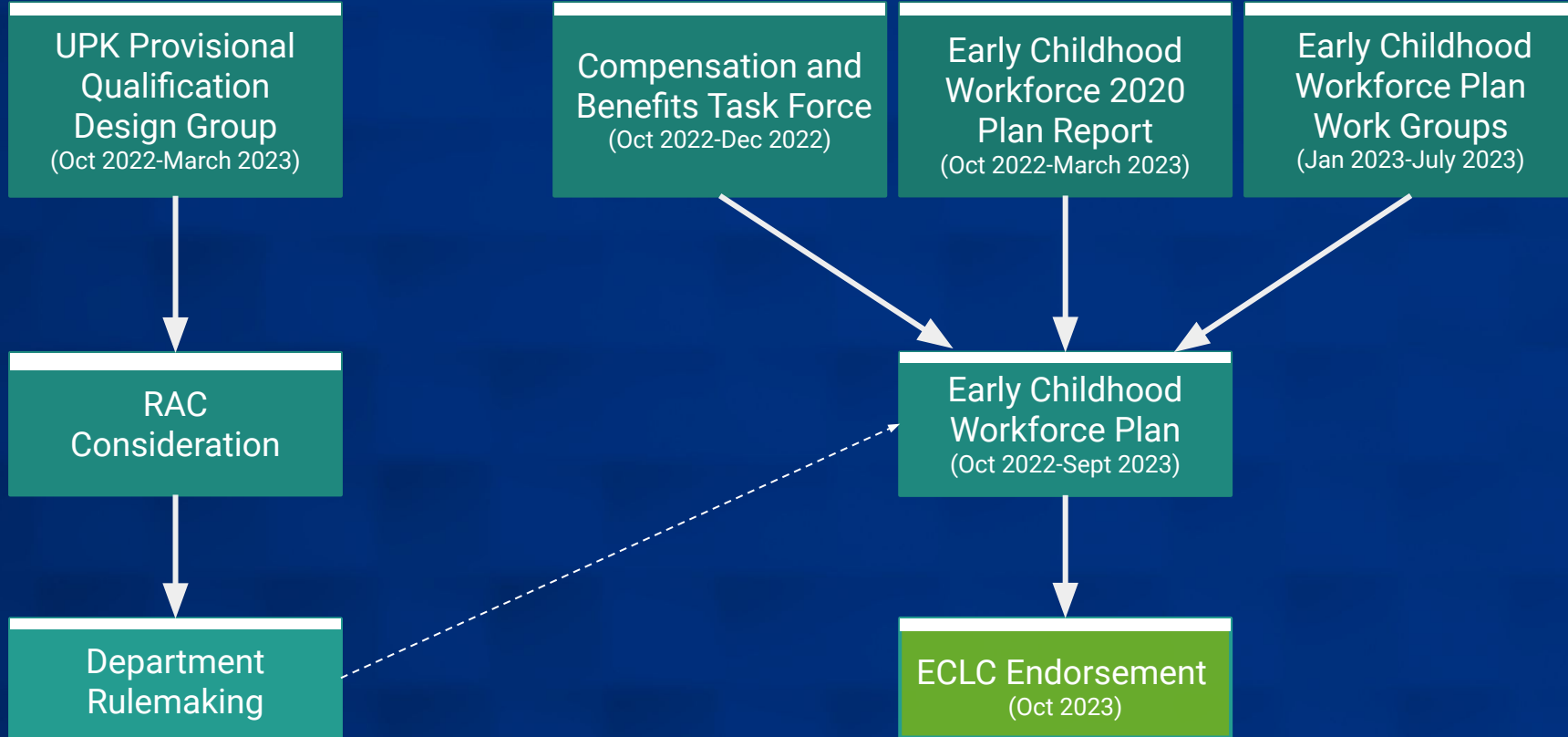
Compensation & Benefits Taskforce

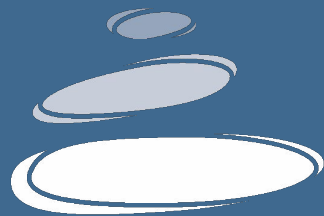
UPK Provisional Qual Design Group

CDEC Workforce Plan as required by HB22-1295



What is the ECLC's Role?





EARLY MILESTONES

COLORADO

WE CAN DO BETTER FOR OUR KIDS. AND WE CAN DO BETTER, NOW.

Early Childhood Leadership Commission
OCTOBER 27, 2022

Early Childhood Workforce 2020 Plan Update

- What's different:
 - Expanded Roles in ECE field
 - Participation: Work Groups, Interviews, etc.
- Discovery: Fall 2022
- Engagement: Fall 2022- Spring 2023
- Implementation: Fall 2023

THANK YOU

Kacee Miller: Kmiller@earlymilestones.org

Tanya Weinberg: Tweinberg@earlymilestones.org



EARLYMILESTONES.ORG

720-639-9000

INFO@EARLYMILESTONES.ORG

Career Navigation at CDE





COLORADO
Department of Education

Early Childhood Workforce Development Team Transitions

Summer/Fall 2022

The Early Childhood Workforce Development Team at CDE Has Sunset





CDE

Career
Navigation

Jennifer O'Brien, Sharlene Chiappetti, Amy Oliver

CDEC

Early Childhood
Professional
Credential 3.0

PDIS Help Desk

Training
Alignment
Process

Mary Heffernan, Brenda Maes



Our Why



This is a child.



The first years of a child's life are the period of the most rapid brain development.



Children, their families, and society benefit from early childhood education in ways that are immediate and long-lasting.



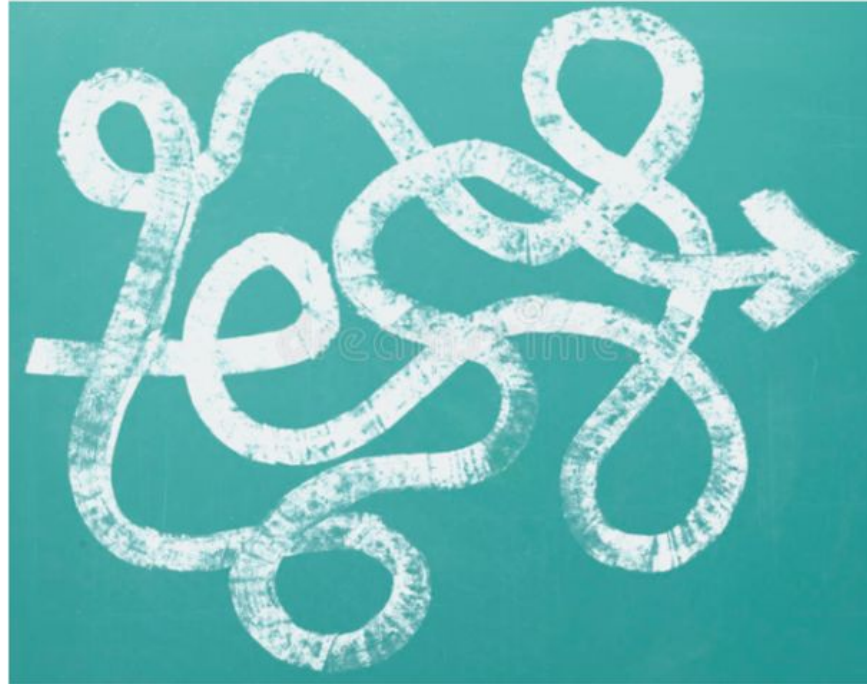
But the extent of the benefits they reap depends on the depth of the quality of their experiences and education.



And the depth of that quality depends on the strength of the early childhood educators providing it.



The Challenge





The Hope & the Goal





How It Began



Elementary and Secondary
School Emergency Relief
Funding



CDE's Educator Talent
Division houses a
Recruitment and Retention
Team



Recruitment and retention
efforts are being expanded
to include early childhood



Vision and Mission



Where Guidance Abounds!



Using knowledge, intention and collaboration to inclusively guide, connect and support individuals in the pursuit of a career in the field of early childhood care and education.



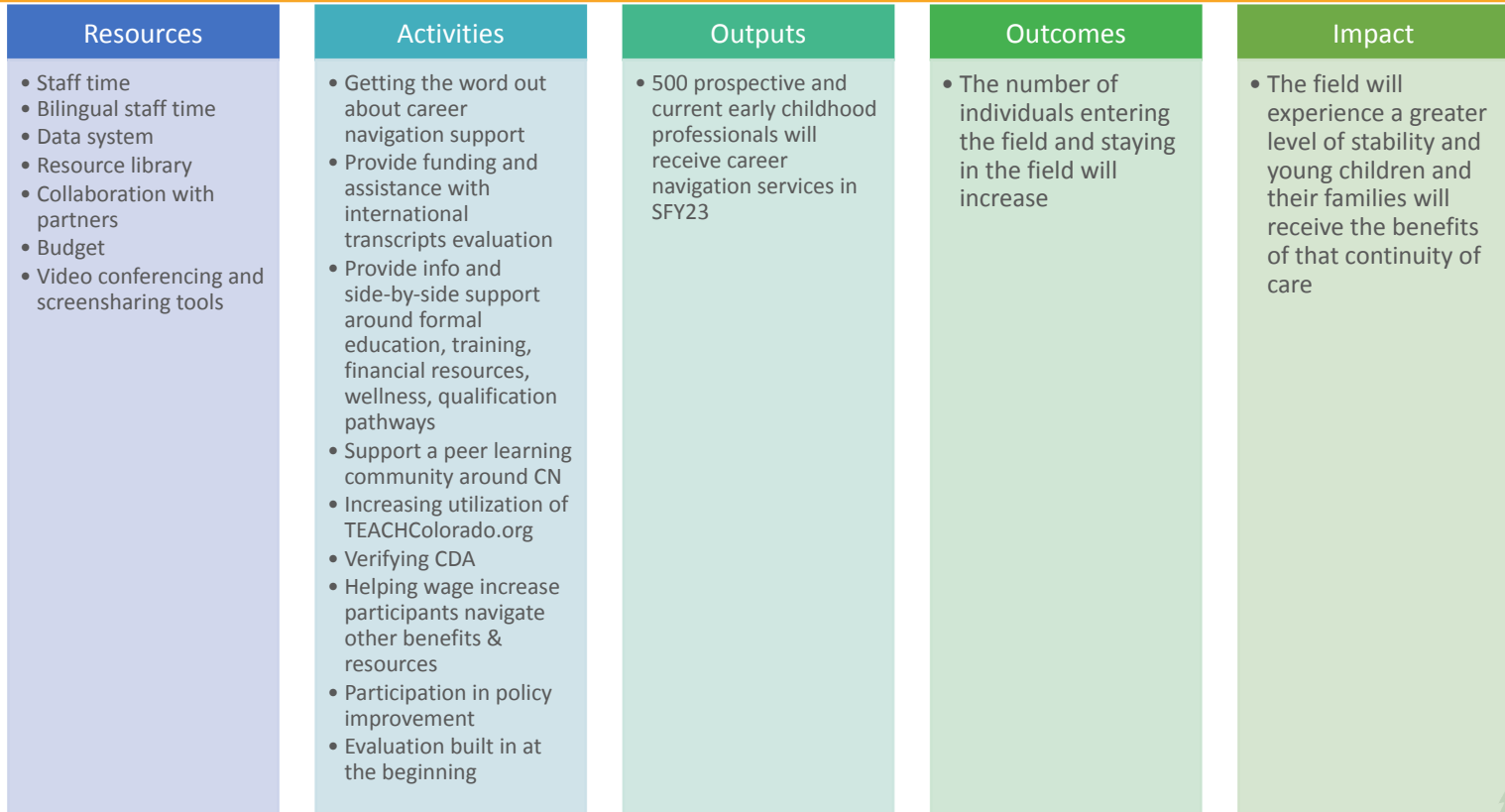
The Career Development Cycle



EceCareerNav@cde.state.co.us



Statewide Early Childhood Career Navigation Logic Model



Sometimes they need cheerleaders. Sometimes they need a shoulder to cry on. Sometimes they need a minute of guidance, and sometimes they need an hour of guidance. Sometimes they need someone to listen to them vent (or even to be the sounding board for a hard day). Sometimes they need us to just give them the answer and tell them which document to submit and which box to check. Sometimes they need our coaching and insight to light their path. And sometimes they actually just need us to open a door and get out of their way.



Stakeholder Feedback So Far: 4 Categories



1 What we should be doing or how we should be doing it

2 Where to find future teachers

3 Partnerships and alignment

4 Furthering understanding and improving systems





1 WHAT/HOW

Must be hands on

Must include family friend and neighbor care

Create resources (list of early childhood careers, financial resources, navigating higher education)

Create a niche but avoid silos

Explore a recruiting event at RMECC



2 FINDING FUTURE TEACHERS

Explore Montessori Co-ops and Head Start as a model to bring parents into the workforce

Connect with Colorado Statewide Parent Coalition

Focus on high schoolers (concurrent enrollment) and encore/"second mountain" career changers

Tap into refugee immigrant population



3 PARTNERSHIP/ALIGNMENT

Maintain close alignment with CDEC workforce initiatives (CDEC's new FFN Program Administrator)

Work with ECCLA, CDHE, CDE and CIRCLE grant recipient career navigation efforts

Collaborate with concurrent enrollment instructors

Create a map of who is doing what in Colorado's career navigation space

Connect with other career navigators and establish role clarity and boundaries with career nav partners



4 FURTHERING UNDERSTANDING/SYSTEM IMPROVEMENT

Create a journey map of how to get into the field

Increase understanding of movement in the workforce

Further understanding of what kinds of initial and ongoing preparation and support lead to retention and optimal outcomes

Other questions, comments or thoughts?

Please contact Jennifer O'Brien
(obrien_jennifer@cde.state.co.us)
with any of the above!

Website: <https://www.cde.state.co.us/educatortalent/eccareernavigation>

Career Navigation Email Address: EceCareerNav@cde.state.co.us

THANK YOU

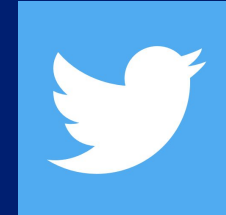
Keep in touch!

angela.ben-zekry@state.co.us

Questions?



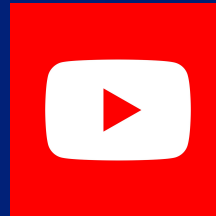
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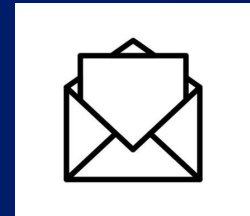
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Colorado Department of Early
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APPENDIX

Appendix - Compensation and Benefits Task Force

Salary Scale & Financial Support: Questions for Considerations

- What is the objective of a salary scale and other financial supports?
- What does the state hope to achieve?

Decision points for a salary scales

- Who will qualify?
- What will the increments between levels/steps look like?
- Should the scale address years of service? Will the scale have any adjustments for additional qualifications?
- How will the system be anchored to or responsive to the current and future economy?
- Does the scale aim to meet equivalency with any other systems/entities?
- How will the scale be communicated out to the field?
- How will the scale work to promote and encourage retention?
- How will the scale reward professionals who are high achieving?

Decision points for point-in-time financial supports

- How frequently will the financial support be administered? At what point in time will the state administer the increase?
- What characteristics, if any, must the educator demonstrate in order to be eligible for a financial support?
- What characteristics, if any, must the employer provider demonstrate in order for the educator to be eligible for a financial support?
- How will funding be administered to educators?
- What amount of financial support will the state provide?

Steering Committee Members

State of Colorado

Stephenie Hickman

Early Childhood/Child Care Workforce Manager
Colorado Department of Early Childhood

Angela Ben-Zekry

ECE Recruitment and Retention Manager
Colorado Department of Early Childhood

Sondra Ranum

Director, ECE Workforce Policy
Colorado Department of Higher Education

Dawn Odean

University Preschool Director
Colorado Department of Early Childhood

Tamara Hiler

Special Advisor, K-12 and Early Childhood to Governor Jared Polis
State of Colorado

Lucinda Burns

Executive Director
Early Childhood Options

Facilitation & Research Team

Ellen Johnson

Director of Workforce Development
Afton Partners

Kaitlyn McGovern

Senior Associate of Workforce Development
Afton Partners

Ameer Naseer

Analyst
Afton Partners

Ashley LiBetti

Principal Consultant
Pillars Research + Strategy

Rachel Fu

Policy Analyst
Pillars Research + Strategy

Theresa Hawley

Executive Director
Center for Early Learning Funding Equity

Maya Portillo

Policy Analyst
Center for Early Learning Funding Equity

Task Force Members

Dawn Alexander

Early Childhood Education Association of Colorado

Angela Ben-Zekry

Colorado Department of Early Childhood

Ellen Braun/Chris Miller

Denver Preschool Program

Lucinda Burns

Early Childhood Options

Jason Callegari

Buell Foundation

Steffanie Clothier

Gary Community Ventures

Alethea Gomez

ColoradoEPIC

Alison Hargarten

Colorado Department of Early Childhood

Amelia Hetherington

State of Colorado

Stephenie Hickman

Colorado Department of Early Childhood

Tamara Hiler

State of Colorado

Kate Kalstein

Consultant

Evan Kennedy/Jamita Horton

PEBC

Kallie Leyba

American Federation of Teachers

Melissa Mares

Colorado Children's Campaign

Kacee Miller

Early Milestones Colorado

Dawn Odean

Colorado Department of Early Childhood

Jennifer O'Brien

Colorado Department of Education

Kelli Pfaff/Stephanie Itelman

The Efshar Project

Sondra Ranum

Colorado Department of Higher Education

Diana Schaack

University of Colorado Denver

Jansen Tidmore

Jefferson County Economic Development Corporation

Appendix CDEC Workforce Initiatives




Summary Details: Stimulus Workforce Strategy Updates



CDEC Stimulus Website

Activity 1 - Sustainability Grants for Workforce Retention	<ul style="list-style-type: none">• Created for all child care programs• Same application as sustainability grants• Closed as of September 30, 2022
Activity 2 - Recruitment and Retention Scholarships	<ul style="list-style-type: none">• Available now!• Scholarships - contact ECE program chair at a local college or university• Loan forgiveness app closed Sept. 15, 2022• More rounds in 2023 and 2024
Activity 3 - Teacher Salary Increase Pilot	<ul style="list-style-type: none">• Application opened September 20, 2022• Limited list of eligible programs• Same vendor as sustainability grants
Activity 4 - Free ECE 101 and 103 (or equivalents)	<ul style="list-style-type: none">• Available now!• FAO documents here (Spanish)• CDHE website with more information
Activity 5 - Apprenticeship Program	<ul style="list-style-type: none">• Hired an Apprenticeship Manager at CDEC• Contract with Child Care Innovations (RRCC)• UCCS and CMU kicked off in July 2022

Summary Details: Stimulus Workforce Strategy Updates



COLORADO
Office of Early Childhood
Department of Human Services

State and Federal Stimulus Strategies
Support the Early Care and Education Workforce

The Office of Early Childhood supports the early care and education workforce, to expand the number of educators in the state, and equip them with the tools they need to nurture and teach children in their care.

Activity 1: Sustainability Grants for Workforce Retention

✎ This activity will provide early care and education workforce retention grants to any of the nearly 4,700 eligible licensed child care providers to support the retention of more than 24,000 early childhood professionals in Colorado. Eligible child care providers may use their grant for areas including employee benefits, employee compensation, professional development, and hiring additional staff. • COVID-19 has affected the child care industry in Colorado with approximately 10% of child care businesses closing and a 23% decline in the early childhood workforce according to research done by Early Milestones. The child care system was fragile before COVID-19 and is now even more vulnerable to a collapse. This activity will help child care providers sustain their workforce, a vital component to keeping facilities open and operating. • Funding Source: CRRSA & ARP • Funding Amount: \$49,817,600 (\$35,000,000 CRRSA; \$14,817,600 ARP)


Activity 2: Workforce Recruitment & Retention Programs

✎ This activity will create an Early Care and Education (ECE) Recruitment and Retention Grant and Scholarship Program that will provide 1,200 current and potential early childhood professionals with financial assistance to draw from a menu of options, adaptable to local needs, to support their access to education and training in order to help them earn credits, credentials, and degrees, and meet child care licensing requirements to serve as qualified workers or obtain a higher level of qualification. The program will help address the early childhood workforce need in Colorado by providing educators a variety of pathways to the profession. • Colorado, like many states, is facing a shortage of early childhood professionals, and the implementation of universal preschool will only increase demand. This activity will result in an increase in qualified early childhood professionals, alleviating workforce shortages and better preparing the state for universal preschool. • Funding Source: CRRSA & CCDF Base • Funding Amount: \$11,732,524 (\$9,332,524 CRRSA; \$2,400,000 CCDF Base)

Workforce

<p>Activity 6 - Teacher Peer Mentorship Program</p>	<ul style="list-style-type: none"> • CDEC hired a Teacher Peer Mentor Training Specialist • First cohort launched September 2022 • Cohort 2 application in February 2023 • Cross-recruiting with apprenticeships
<p>Activity 7 - Free Online Director Training</p>	<ul style="list-style-type: none"> • Under development • Should launch on PDIS in 2023
<p>Activity 8 - T.E.A.C.H. Scholarships</p>	<ul style="list-style-type: none"> • Available now! • <u>Applications being accepted for Summer and Fall 2022</u>
<p>Activity 9 - CDA Support Specialists</p>	<ul style="list-style-type: none"> • Application available now! • <u>Deadline: Monthly on the 15th (next: Oct. 15, 2022)</u> • Funding will be available through September 2024
<p>Activity 10 - Online Equity Courses and Translations</p>	<ul style="list-style-type: none"> • Under development • Should launch on PDIS in 2023

Summary Details: Stimulus Workforce Strategy Updates

 **COLORADO**
Office of Early Childhood
Department of Human Services

State and Federal Stimulus Strategies
Family Strengthening


The Office of Early Childhood provides communities and families with the support they need so children have a healthy environment in which to thrive.

Activity 1: Reduced Child Care Tuition for Families

↳ Under this activity, child care providers are encouraged to dedicate half of their Child Care Stabilization Grant payment, a total of \$100 million across the state, to reduce or eliminate child care tuition payments for families. • As many families across the state lost income, they stopped sending their children to child care, thus reducing the tuition payments child care providers depend on to stay open. This activity will help families to enroll in child care by encouraging providers to reduce or eliminate tuition payments. This will support families to return to work, help build back enrollment numbers at child care facilities across Colorado, and result in \$100 million kept in the pockets of families across the state, with families saving an average of \$450 per child over the grant. • Funding Source: ARP Stabilization Funding Amount: \$101,516,223

↑ This activity will lower the cost of child care for low-income families enrolled in the Colorado Child Care Assistance Program (CCCAP) by lowering the parent fee that families pay out of pocket to a maximum of 10% of gross.

Family Strengthening

 **COLORADO**
Office of Early Childhood
Department of Human Services

State and Federal Stimulus Strategies
Ensure All Families Have Equitable and Easy Access

The Office of Early Childhood seeks to ensure all families have equitable and easy access to high quality early care and education services so that all children start school ready to succeed.

Activity 1: Child Care Stabilization Grants

↳ This activity provides more than 4,700 eligible child care providers that were in operation as of March 11, 2021 with recurring operational grant payments with amounts based on licensed capacity and quality levels, with additional bonus awards added for providers meeting certain family needs, including providing care for infants and toddlers, offering nontraditional hours, and serving children with special needs. • These recurring grants will help Colorado maintain licensed child care capacity through a mixed delivery system, ensure early childhood educators remain fully compensated, and provide financial relief to families through reduced or waived tuition or copayments. This activity builds on the \$35 million State General Fund appropriation for sustainability grants that were allocated in House Bill 208-1002. • Funding Source: ARP Stabilization • Funding Amount: \$221,694,958 (Note that \$101,516,223 of this total is encouraged to be used by providers to reduce family tuition and is also reflected as a family strengthening activity).

↑ This program will provide financial assistance to employers to construct, remodel, renovate, or retrofit a child care center to provide licensed child care services on- or near-site to its employees. This program

Access

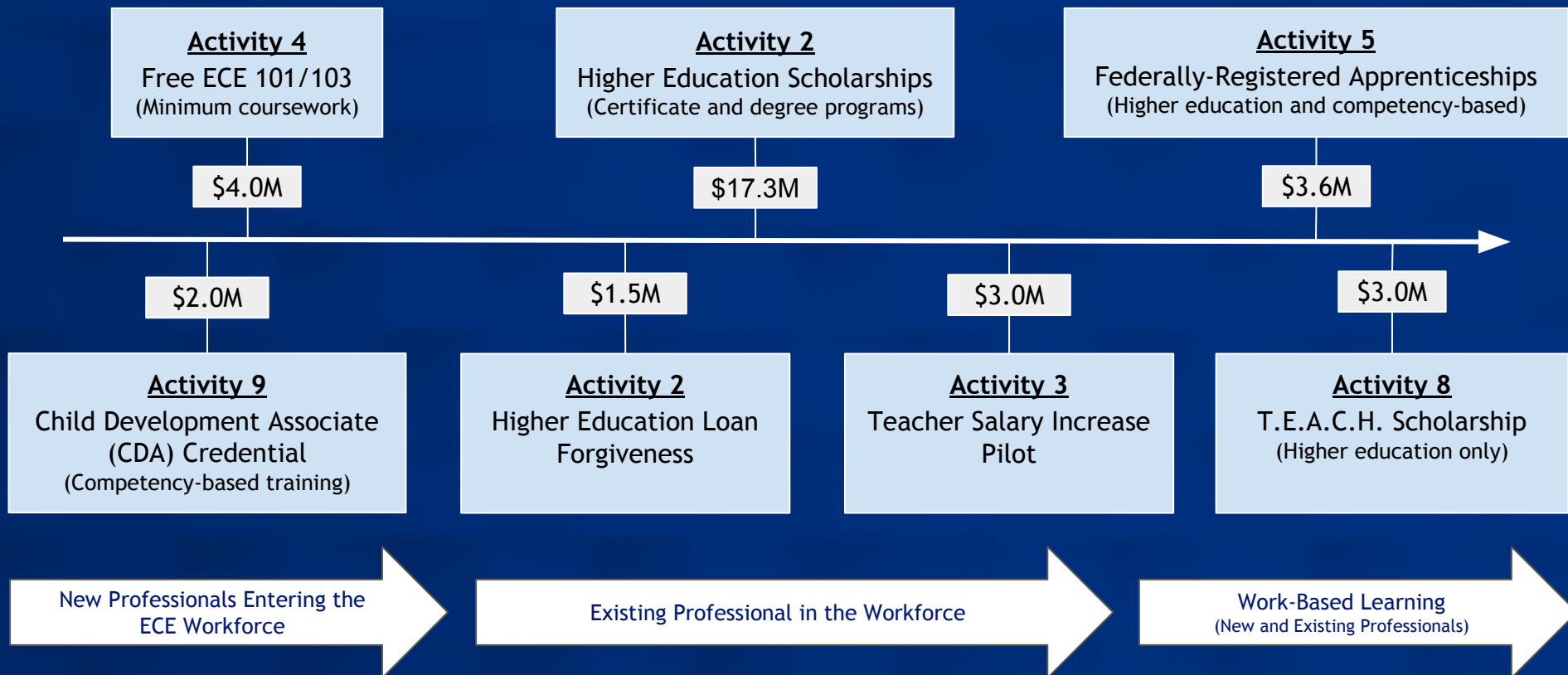
<p>Activity 11 - Establish a Substitute Fund</p>	<ul style="list-style-type: none"> • Will hire a position to support the implementation • Position closed 9/30/22 • Program will launch Winter 2022/early 2023
<p>Activity 12 - PDIS Dashboard Modernization</p>	<ul style="list-style-type: none"> • Existing 2019 workforce data dashboard for reference • Will update manual processes to be automated for more frequent dashboard updates • Expected to be published before September 2023
<p>Activity 13 - PDIS Help Desk and Operations</p>	<ul style="list-style-type: none"> • Project underway • Recently hired new help desk positions to reduce help desk ticket backlog

Coming Soon: Senate Bill 22-213 (Child Care Support Programs)

Employer-Based Child Care	<ul style="list-style-type: none">• \$10 million to construct a child care center on site or near site to the employer• Design Lab - technical assistance support program
Emerging and Expanding Grant	<ul style="list-style-type: none">• \$16 million to construct child care programs to open or expand
Recruitment and Retention Scholarships and Grants	<ul style="list-style-type: none">• \$15 million to expand scholarships and loan forgiveness programs<ul style="list-style-type: none">○ \$5M directed to home visitors, ECMH consultants, and EI providers
FFN Support Programs	<ul style="list-style-type: none">• \$7.5 million for the family, friends and neighbor or “FFN” support programs<ul style="list-style-type: none">○ FFN Advisory Group○ Creates a new training and support program
Home Visiting - HIPPY	<ul style="list-style-type: none">• \$1 million to expand home visiting programs

CDEC Actions - Recruitment and Retention (cont.)

Note: Funding ends 9/30/24



CDEC Actions - Professional Development

Note: Funding
ends 9/30/24

Professional Development Support

Activity 2

Workforce Pathways -
Colorado Community
College System Position

Activity 2

Expanding Quality in
Infant/Toddler Care Expansion
(Funding to Early Childhood Councils)

Activity 6

Teacher Peer Mentorship

Activity 2

Reflective Supervision,
Infant/Toddler Training Series,
and other Professional
Development for Coaches

Activity 11

Substitute Fund to support sub
placements during higher
education and professional
development training

CDEC Actions - Professional Development

Note: Published
by 9/30/23

Professional Development Trainings

Activity 7

Free Online Director Training

Activity 10

Online Equity Courses and
Translations

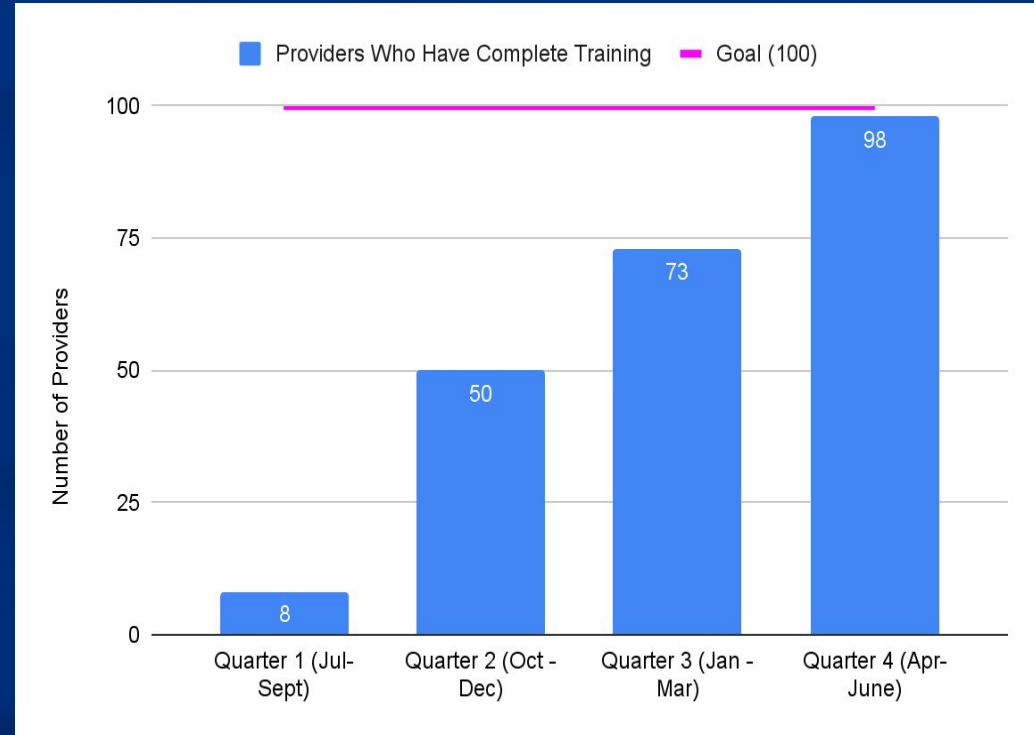
by 9/30/23



CDEC Actions - Business Training and Supports

Note: Funding ends 9/30/24

- Business Training For Child Care Programs
- Family Child Care Home Navigators
- Staffed family child care network



CDEC Actions - Workforce Data and System Improvements

Process and Operations

Activity 12

Workforce Dashboard Modernization
(\$200K)

Note: Published
by 9/30/23

Activity 13

Help Desk and Operations
(\$4.7M)

Note: Funding
ends 9/30/24





Introduction to the Public Private Partnership Office

Natriece Bryant, Public Private Partnership Director



COLORADO

Public Private Partnership (P3) Unit Introduction

Natriece Bryant, Public Private Partnership Director



COLORADO

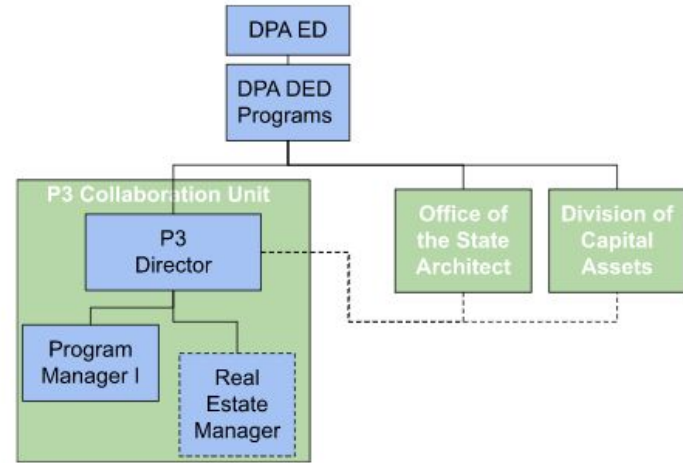
Department of Personnel
& Administration

P3 Unit Bill Summation

- SB22-130 establishes the P3 Unit to allow for a state public entity to enter into an agreement with a private partner to develop or operate a public project
- Projects can include but are not limited to some of the State's foundational needs
 - Increased behavioral health capacity
 - Affordable housing development
 - Child care services
 - Broadband deployment

P3 Unit Purpose & Operations

- The Collaboration Unit conducts solicitations, hires experts, purchases services, manages construction, and utilizes legal services.
- Work with Office of State Architect (OSA) on the GIS mapping tool to assist with property based P3 analysis. All activities would be funded from the unused state property fund (Section 24-82-102.5, C.R.S.)



P3 Unit Goals of Operation

- Develop, build, finance, operate, and maintain quality, cost effective public projects that provide economic and social value
- Provide a well-defined and transparent process to facilitate collaboration between state public entities and private partners while enabling access to private capital
- Bring innovative thinking and approaches to public projects
- Allow for cost, risk, and benefit sharing between public and private partners

P3 Unit Process Documentation

- *Proposal Phase (6 months - 1 year)* - review of project idea through portal submission
- *Initiate Phase (3-6 months)* - Stakeholders, site visit, due diligence, industry forum as needed
- *Economic Development Commission (EDC) P3 Subcommittee (3+ months)* - Recommendation for consideration and discussion about risk, impacts (social/economic), goals, funding needs
- *Capital Development Committee (CDC) Approval (1-3 months)*
- *Solicitation Issuance Phase (12-24 months)* - Only those approved by CDC and subcommittee will move to solicitation phase

P3 Subcommittee Meetings

- Cadence - Monthly (second Tuesday of the month - before the State Economic Development Commission Meeting)
- Time - 10:00am
- Recordings posted on the website and all meetings are open to the public

P3 Unit Projects Upcoming

- Burnham Yard in partnership with Colorado Department of Transportation (CDOT) & Colorado Transportation Investment Office (CTIO) (SB22-176)
- Child Care Services Projects (To include some University campuses)
- Summit Village (approved by CDC 2022)
- 1881 Pierce Street locations
- Judicial Building Early Childhood Education project

Website & Contact Information

<https://dpa.colorado.gov/divisions-offices/p3-office>

Natricee Bryant, Public Private Partnership Director
720-836-0179 - cellular
Natricee.Bryant@state.co.us





Co-Chairs' Next Steps and Final Thoughts

ECLC Transition Planning Monthly Town Hall

****New Date****

Wednesday, November 9, 2022

5:30pm

[Registration now open!](#)



Get to Know the New ECLC Members!

Join us to meet our new members and learn about why they are so passionate about early childhood!

ECLC

Early Childhood Leadership Commission

Next Meeting:

December 15, 2022

9:30 am - 12:30 pm



Thank you!