



April 28, 2022

9:30 am - 12:30 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 February 24, 2022 Meeting Minutes
 - Discuss Department of Early Childhood & Universal Preschool Implementation Updates, including ECLC's Role in the Rules Advisory Council
 - Provide Guidance on Federal Stimulus Funding and Identify Opportunities to Support Engagement and Awareness Efforts
 - Discuss Local Coordination and Capacity Building Efforts through the Preschool Development Grant
 - Learn about State Agency Priorities and 2022 Legislative Session Achievements
 - Hear comments from the Early Childhood Community
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|---------------|--|
| 9:30-9:35am | Welcome, Introductions and Approve Minutes (Tom Massey) <ul style="list-style-type: none">• ACTION: Approve the February 24, 2022 Meeting Minutes |
| 9:35-9:45am | Business Meeting (Tom Massey) <ul style="list-style-type: none">• Early Childhood Council of Larimer County Waiver Update (Heather Blanco and Lauren Powers, Early Childhood Council of Larimer County) |
| 9:45-10:15am | Colorado Department of Early Childhood & Universal Preschool Updates (Michael Cooke & Tova Cohen, CDEC Transition Team) <ul style="list-style-type: none">• Local Coordinating Organizations (LCO) Toolkit• Rules Advisory Council Discussion |
| 10:15-10:30am | Legislative Updates (Bill Jaeger, Colorado Children's Campaign) |
| 10:30-10:55am | State Agency Legislative Updates (Pamela Harris & State Agency Designees) <ul style="list-style-type: none">• Colorado Department of Education• Colorado Department of Higher Education• Colorado Department of Public Health & Environment• Colorado Department of Health Care Policy & Financing• Colorado Department of Human Services<ul style="list-style-type: none">○ Office of Early Childhood |
| 10:55-11:05am | Break |
| 11:05-11:15am | Public Comment (Pamela Harris) |

- 11:15-11:50am** Federal Stimulus Funding - Overview and Project Spotlights (Mary Alice Cohen, OEC)
- Employer-Based Child Care Design Lab (Nicole Riehl, EPIC)
 - Community Innovation and Resilience for Care and Learning Equity (CIRCLE) Grants (Jennifer Stedron, Early Milestones Colorado)
- 11:50-12:15pm** Preschool Development Grant Progress Update and Project Spotlight (Lindsey Dorneman, OEC)
- [2021 PDG Annual Performance Progress Report](#)
 - Local Coordination and Capacity Building (Kristen Lang, OEC)
- 12:15-12:30pm** Co-Chairs' Next Steps, Final Thoughts and Adjourn (Susan Steele)
- Farewell to Melissa Colman!
 - ECLC Monthly Town Hall: May 10, 2022 at 5:30pm
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ECLC 2022 Meeting Schedule

- February 24, 2022
 - April 28, 2022
 - June 23, 2022
 - August 25, 2022
 - October 27, 2022
 - December 15, 2022
-

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 June 23, 2022 from 9:30 am to 12:30 pm.

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



Early Childhood Leadership Commission February 24, 2022 ~ 9:30 am - 12:30 pm

MINUTES

Meeting Objectives:

- Approve the January 11, 2022 Meeting Minutes
- Discuss Department of Early Childhood & Universal Preschool Implementation Updates
- Provide feedback on Preschool Development Grant Progress
- Consider endorsements of the Early Childhood Family Engagement Framework and the Transitions to Kindergarten Roadmap
- Remind stakeholders about Our Voice newsletter and opportunities to share information
- Evaluate recent and upcoming work of ECLC Subcommittees
- Learn about State Agency Legislative Updates
- Hear comments from the Early Childhood Community

Attendees: Susan Steele, Pamela Harris, Tom Massey, Mary Alice Cohen, Kristina Heyl, Katy Palmer, Ida Rhodes, Jeanne McQueeney, Rachel Hutson, Adeeb Khan, Heather Craiglow, Jake Williams, Jasmin Ramirez, Lucinda Burns, Melissa Colman, Minna Castillo Cohen, Happy Haynes

Welcome, Introductions & Approve Minutes

Pamela Harris called the meeting to order at 9:33 am and asked for a motion to approve the January 11, 2022 meeting minutes. Jasmin Ramirez motioned to approve the minutes as drafted, Jake Williams seconded the motion, and the minutes were approved unanimously.

Business Meeting - 2021 ECLC Annual Report

The Commission's [tenth annual report](#) is now available and will be emailed to stakeholders with a [special video message from Governor Jared Polis](#). The commissioners took a few minutes to watch Governor Polis' message.

Department of Early Childhood & Universal Preschool Implementation Updates

Michael Cooke and Tova Cohen with the Early Childhood Transition Team provided updates on the Department of Early Childhood (CDEC) and on the implementation of universal preschool (UPK). Tova described the process for actualizing the Department of Early Childhood Transition Plan and Universal Preschool Recommendations. The Transition Team is leading ongoing stakeholder meetings and interagency working groups to continue to collect feedback and work through logistics. Tova walked through the interagency working groups which include CDEC Strategy and Leadership, UPK Strategy, Technology, and Communications. Additionally, the Early Childhood Working Group brings together state agencies and other key experts to advance the wildly important goals related to early childhood across the state. A subgroup was developed specifically to address early childhood workforce needs for the launch of universal preschool.

Michael shared updates on two new pieces of legislation. House Bill 22-1197 moves up the procedural launch date of the new department to provide funding for six key leadership positions beginning April 1, 2022 as well as funding for the creation of the universal preschool application. This bill passed the House and Senate and is on its way to be signed by the Governor. The [job posting for the Executive Director](#) has been posted through March 7. The Joint Budget Committee approved 22 FTE for the new department and 10 FTE to support UPK.

The "Big Bill" to operationalize CDEC and implement UPK will be several hundreds of pages due to moving programs from one department to another. It will set up the accountability and governance structure for CDEC and will establish the local lead structure as part of implementing universal preschool. It will also align funding streams.

The Universal Preschool Recommendations called for the establishment of local coordinating organizations (LCOs) who are familiar with the early childhood needs in their communities across the state and are best suited to determine capacity and help parents find programs for their families. The Transition Team is starting to build an application and criteria for local leads and are beginning to consider the development of catchment areas. They will partner with the ECLC to host an information session and to build a toolkit to help drive community conversations at the local level. Once local leads are selected through an application process, those organizations will develop specific community plans that will outline community partnership and capacity building. Funding will follow based on each local lead's community plan.

The Transition Team will be sending out a flyer with a [link to allow stakeholders to request meetings with this team](#). CDEC has launched a website at cdec.colorado.gov with the two transition reports, the [feedback form](#), Transition Planning Town Hall information, and other upcoming stakeholder engagement opportunities.

Commissioners discussed adding an FAQ section to the CDEC website, the number of potential local leads that will be needed and department staff working to support those local leads, who local leads will be working with in their communities and catchment areas, and what types of organizations might be eligible to become the local leads. Local leads will be expected to support a true mixed delivery system and their community's interests as a whole.

Legislative Updates

Bill Jaeger with the Colorado Children's Campaign provided legislative updates for the group. He explained that the "Big Bill" will be anchored in the early childhood transition planning work from the past year as well as the recommendations unanimously approved by the ECLC. The recommendations set the vision for the legislation and emphasize the need for a true collaborative effort from legislators. Bill stated that the Children's Campaign is happy to be a resource and partner to those who would like to provide input and advocacy as the bill is introduced.

Bill also shared a few additional legislative items via the Children's Campaign's [Legislative Tracker](#) which is routinely updated as bills make their way through the Legislature. In particular, he noted House Bill 22-1010, which is a proposal to move forward the Early Childhood Educator Tax Credit which passed in 2019 but has never been funded. The Early Childhood and School Readiness Legislative Committee supported this bill, and it is now moving through the legislative process with bipartisan support.

Preschool Development Grant (PDG) Progress Update

Lindsey Dorneman, Preschool Development Grant Birth-5 Director with the Office of Early Childhood, shared brief updates on PDG progress. The PDG works with approximately 400 partners across the state that serve in advisory or implementation roles. The initial planning grant was received in 2019 followed by a three year, \$33.5 million systems building renewal grant. While that grant will end this year, they expect to receive a no-cost extension to continue working on specific activities and complete their final evaluation in 2023. The grant supports six goals in the Colorado Shines Brighter Birth-5 Strategic Plan with three outcomes specific to grant-funded activities in that plan. Lindsey shared the updated At-A-Glance documents in [English](#) and [Spanish](#) which reflect updates approved in December 2021 by the Commission. PDG has also completed the [2021 Evaluation Report](#) which tracks grant progress through September 2021. Lindsey also shared a [mid-project infographic](#) that captures, at a high-level, the impact that the grant had by mid-project.

Next, Lindsey shared the [PDG B-5 Progress Summary](#) which ties grant activities back to the Strategic Plan and details the work ahead. Lindsey mentioned several other PDG highlights including the development of an Early Childhood Integrated Data System (ECIDS) plan, Transitions to Kindergarten Roadmap, the Early Childhood Family Engagement Framework, the Family Voice Council, and the Colorado Shines Framework changes for in-person assessment for Colorado Shines ratings. Two areas of focus this year will also be to

identify how grant work will align with the new Department of Early Childhood and universal preschool program, and how to maintain and expand PDG B-5 investments and sustainability.

Early Childhood Family Engagement Framework

Amanda Culbertson, PDG Family Engagement Manager, and Carrie Germeroth with Marzano Research, shared an update on the development of the Early Childhood Family Engagement Framework. This activity is part of the Colorado Shines Brighter Birth-5 Strategic Plan under strategy 3.3.1 Parent & Stakeholder Engagement. The Framework is being developed to define, align and identify important family engagement concepts to be applied across early childhood sectors and agencies. It is intended for agencies and organizations across early childhood sectors including health and social services organizations.

To create the Framework, they collected and analyzed over 100 international, national, and local family engagement frameworks and resources to develop themes to inform the recommendations. The Early Childhood Family Engagement Framework is aligned with the *Early Childhood Colorado Framework* and centers on families and children. The Framework will include descriptions and examples of Principles, Outcomes, and Principles in Action.

They are currently working on graphic design, Spanish translation of materials, and planning for upcoming dissemination events at the Rocky Mountain Early Childhood Conference in March and the Parent Possible Home Visiting Conference in April. The Framework will also be shared through PDG and OEC communication channels.

Susan asked for a motion to endorse the Framework. Jasmin Ramirez motioned, Pamela Harris seconded the motion, and the Commission voted unanimously to endorse.

Transitions to Kindergarten Roadmap

Kristie Kauerz with the National P-3 Center at the University of Colorado Denver shared the development of the Transitions to Kindergarten Roadmap as part of the Colorado Shines Brighter Birth-5 Strategic Plan. Kristie discussed the approach taken to build the Roadmap, leveraging federal and state policy related to transitions, ensuring two-sided engagement, focusing on systems-level strategies, and thinking of both formal and informal education. Kristie described federal-level policies such as the Head Start Act and the Every Student Succeeds Act, and state-level legislation including free full-day kindergarten and the new universal preschool program. She explained two-sided work as bringing early care and education providers together with kindergarten programs to strengthen their efforts around transitions, and she explained the focus on aligning the birth-to-five system and the preK-12th grade system. The Roadmap speaks not only to state agencies but also to local partners. She noted that children are served in both formal and informal care settings, and the Roadmap considers strategies for transitions not just by program but by what all early care and education providers and caregivers can support. The process to inform the Roadmap included a federal and state policy scan, role-alike and community convenings, focus groups, key informant interviews, and a review of other states' transition plans. The report is organized across eight strategies that build from children and families to systems. It presents state-level and local-level strategies and closes with six, high-level recommendations highlighting the importance of the work.

Questions were asked about using home visiting and family strengthening programs to strengthen transitions and inform the recommendations, using a state student identifier to track students as they move into the school system, and about what kindergarten readiness looks like from a health perspective.

Susan asked for a motion to endorse the Roadmap. Ida Rhodes motioned, Tom Massey seconded the motion, and the Commission voted unanimously to endorse the Transitions to Kindergarten Roadmap.

Public Comment

- Megan Bock with Denver's Early Childhood Council shared recent information from Denver early childhood directors focused on advocacy and equity. They recently surveyed 186 providers on

challenges and opportunities in the early childhood community and found that 71% of respondents have had to close one or more classrooms in the last four months due to staff challenges. Over 90 providers shared about the challenges they are facing right now, many who are questioning whether they can continue in the field. In response, they are asking for flexibility in the system. Many providers need additional time for their quality ratings, and the Council is advocating on their behalf. With the launch of universal preschool, flexibility in systems will be key to maintaining a strong early childhood workforce.

- Katie Facchinello shared that Illuminate Colorado is preparing to launch a month-long [Child Abuse Prevention Month campaign](#) in April. Also, Illuminate is looking for a [Director of Family Connects](#), a universal home visiting model connected with the Colorado Partnership for Thriving Families.
- Bill Jaeger posted that that The Braintrust will be hosting a session for parents, providers, and other ECE grassroots community members to discuss the Department of Early Childhood bill draft. Please contact Holley Murphy for questions at hmurphy@claytonearlylearning.org. The session is March 9th from 5:00pm to 6:00pm. Zoom: <https://us06web.zoom.us/j/88951485347?pwd=MHI2TTBCV3h1cDBBUHFGcWE2czcxQT09>. Meeting ID: 889 5148 5347. Passcode: 805019

Our Voice Newsletter

Tom reminded the group about the *Our Voice* monthly newsletter that is managed and distributed by the ECLC. The newsletter provides a space for early childhood partners to share updates and resources and to highlight the work advancing the outcomes of *Early Childhood Colorado Framework*. The ECLC Communications Subcommittee recently made several updates to the newsletter to make certain it is relevant and useful. Tom asked everyone to [sign up](#) to ensure they continue to receive announcements as well as updates on early childhood transition planning, to share the newsletter with their networks, and to submit content.

ECLC Subcommittee Updates

- Program Quality and Alignment Subcommittee: Jeanne McQueeney shared that the PQA Subcommittee has been providing input and feedback on the Early Childhood Family Engagement Framework and Transitions to Kindergarten Roadmap. The subcommittee also supports the Home Visiting Working Group and the new Early Childhood Comprehensive Systems Working Group. They continue to have discussions around aligning programs and services for families, especially as the new Department of Early Childhood begins to take shape.
 - Home Visiting Investment Strategy Working Group: Ida Rhodes discussed the Task Force's work to increase access to high quality home visiting services throughout Colorado. In May of 2021, the Home Visiting Investment Plan was created to strengthen and increase capacity of home visiting services. They are still seeking a representative from higher learning to join the membership. Kendra Dunn explained that this year the Task Force is focused on implementation of the recommendations and will provide an implementation report to the Commission at the end of June. Work groups have been identifying strategies, activities and potential associated funding. The Office of Early Childhood identified MIECHV funding to continue providing enhanced home visiting in MIECHV-funded sites including mental health supports for providers working with families. They've also identified resources to support a workforce compensation study for home visitors, creating an inventory of best practices, and securing additional support for fiscal mapping. The Task Force has six additional funding priorities including a communications plan to share the value of home visiting. In the future, they may ask for support from the ECLC regarding additional funding needs.
 - Early Childhood Comprehensive Systems (ECCS) Working Group: Heather Craiglow shared that Illuminate Colorado and Colorado Health Institute will be helping implement the ECCS Grant. The grant and working group will focus on the prenatal-to-3 age group and expanding health care providers use of a single point of entry in a coordinated intake referral system, aligning

family engagement strategies across the early childhood and maternal child health initiatives while creating a structure for incorporating family feedback, and producing and dissemination of a Health Equity Action Plan for the state. For those interested in participating in the Working Group, please sign up using [this form](#).

- **Data Subcommittee:** Whitney LeBoeuf explained that the subcommittee has continued to consider data needs related to the new Department of Early Childhood and universal preschool. The subcommittee recently spent time taking deeper dives into data and technology recommended solutions. They also provided feedback on PDG work to develop a strategic plan for an Early Childhood Integrated Data System (ECIDS). The Subcommittee also receives updates on the market rates survey which drives CCCAP rates, and updates from groups conducting research in the field. Kate Reinmund has stepped down as co-chair, so the subcommittee will be looking for her replacement soon.
- **Communications Subcommittee:** Katie Facchinello discussed the subcommittee's Communications Plan. As a tactic within the Communications Plan, the subcommittee, in partnership with Illuminate Colorado, recently supported mini grants to local early childhood organizations to improve communication efforts. Articles about each of these mini grant projects will appear in upcoming issues of the *Our Voice* newsletter. The Subcommittee has also been brainstorming ideas to update the *Our Voice* newsletter and has discussed opportunities to support communications efforts related to universal preschool.
- **Early Childhood Workforce Development Subcommittee:** Heather Craiglow shared that last summer, two teams from the subcommittee participated in a Talent Equity Agenda technical assistance opportunity hosted by the Colorado Workforce Development Council. The teams brought their learnings back to the subcommittee to continue to brainstorm how to build a diverse workforce. The intention is to create a toolkit to further the work. The subcommittee also held a session during their last meeting on initiatives to remove barriers to accessing higher education and completing degrees efficiently. The subcommittee contributes input around the universal preschool workforce and is also preparing to refresh the [Early Childhood Workforce 2020 Plan](#).

State Agency Legislative Updates

- **Colorado Department of Health Care Policy & Financing (HCPF):** Tom Massey shared that HCPF continues to work to ensure access for families and children who need health care. While there have been recommendations made around advancing and enhancing certain benefits for families, the department is faced with limited IT resources for implementing those suggestions. The department is also focused on continuing to integrate behavioral health and physical health this year.
- **Colorado Department of Higher Education (CDHE):** Sondra Ranum, Director for ECE Workforce Policy, shared updates. As of last week, the department had distributed approximately \$700,000 in scholarships to over 500 students for ECE 101 and 103 coursework, and they are expanding their interagency agreement with the Office of Early Childhood to continue to distribute additional scholarships and loan forgiveness. They are actively engaged in planning for the workforce to implement universal preschool. With the implementation of Senate Bill 21-185, an Educator Pathways Working Group is completing work on the development of required coursework for a new pathway through the Teacher Recruitment Education and Preparation Program. The department also kicked off a Credential As You Go Initiative in effort to recognize student learning on the way to a degree. Finally, House Bill 22-1220 provides individuals seeking a teaching license with stipends for their student teaching and content exams.
- **Colorado Department of Public Health & Environment (CDPHE):** Rachel Hutson explained that with a renewal of the federal public health emergency, waivers in place from the pandemic can remain in

effect through July 2022. The most significant is the opportunity to receive WIC supports and services remotely. Also, [Get Ahead Colorado](#) is supporting tax credit information sharing for families who are eligible but have not yet accessed the Child Tax Credit.

- Colorado Department of Education (CDE): CDE recently published the [2022 Colorado Preschool Program Annual Legislative Report](#). CDE's annual Preschool Meeting will be held on March 4 and is designed to promote the continuous improvement of inclusive preschool practices and the leadership capacity of preschool general and special education administrators, Child Find coordinators, CPP coordinators, and other administrators who oversee state-funded preschool. School districts implementing CPP just received their annual report templates which they submit in May as a way to report to CDE on their implementation of CPP in the current school year.
- Colorado Department of Human Services (CDHS): Minna Castillo Cohen highlighted work from the Office of Children, Youth and Families. The Family First Prevention Services Act Prevention Plan is being submitted in the near future. The work is intended to serve families further upstream with child maltreatment prevention programs operated in partnership with the Office of Early Childhood. A new committee is meeting to revise the Psychotropic Medication Guidelines for Children and Adolescents Guide by June of 2022. The office is also in the process of writing rules to align medical screenings for assessments with best practice recommendations for children and youth refugees in foster homes and congregate care settings. Also, Minna shared that human service agencies across the country are required to develop national model foster care standards including standards for immunizations for children and youth in foster care. In November 2020, they began stakeholder groups to discuss immunizations and those conversations continue. Additionally, the office holds a Supporting Gender Expansive Youth Training out of the Colorado Sexual Health Initiative. Out of their Domestic Violence Program, they have a statutory task force to review proposed language concerning domestic abuse and child welfare. Child Abuse Prevention Month kicks off April 1 at the Capitol. Last, Minna noted that House Bill 22-1240 would create additions to mandatory reporting.
 - Office of Early Childhood (OEC): Mary Alice Cohen, Office of Early Childhood Director, shared updates on the [early childhood stimulus funding](#). 2,877 providers are now registered and will be receiving monthly stabilization grant funds, and the OEC is now focusing on targeted outreach to ensure all providers have equitable access to this funding. Also, the application for [CIRCLE grants](#) will be available on March 15 with the first round of proposals due in mid April. These grants are designated for solving local child care challenges. The OEC is also launching the new Early Childhood Mental Health support line to provide caregivers access to qualified early childhood mental health specialists.

Next Steps, Final Thoughts and Adjourn

Tom reminded the group that the next [Early Childhood Transition Planning Monthly Town Hall](#) will be held on Tuesday, March 8 at 5:30 pm. The co-chairs thanked everyone for their continued efforts, and the meeting was adjourned at 12:32 pm.

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

ECLC

Early Childhood Leadership Commission

April 28th, 2022

9:30 am - 12:30 pm

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meet.google.com/pxu-hgmp-ywh

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

- Please remember to mute your computer or phone when not speaking ●
 - We will be recording the meeting ●
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Meeting Objectives

- Approve the February 24, 2022 Meeting Minutes
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- Provide Guidance on Federal Stimulus Funding and Identify Opportunities to Support Engagement and Awareness Efforts
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Welcome, Introductions, & Approve Minutes

Tom Massey





Early Childhood Council of Larimer County Waiver Update

Heather Blanco & Lauren Powers, ECCLC



Early Childhood Council

of LARIMER COUNTY

Larimer P-ECT Waiver

Working Together So Children Thrive

www.ecclc.org

Overview

- Gives 12 month grace period for obtaining ECT Qualifications
- Not for use in infant classrooms
- Requires a professional development plan, observations and supervisory meetings with Director
- Eligible child care programs must be Colorado Shines 3+
- Maximum of two P-ECTs per center
 - Amended to four in 2021, based on # of classrooms and administrative supervisory staff

Waiver Usage

In 3 ½ years of waiver....

- Approximately 28 eligible programs at Level 3-5 (not including school district)
 - 46% signed program agreements to participate
 - 6 programs used the Larimer waiver
- Total P-ECT's: 19
 - 8 completed their ECT qualifications
 - 11 left employment before reaching ECT

Evaluation

Evaluation at 8 weeks, 6 months, and waiver completion

- Positive feedback from Directors and Teachers on observation tool, supervisory meetings and professional development plan
- 2 centers reported opening new classrooms
- 3 centers reported decrease in staff/director stress in hiring

Impact

- *It has allowed us to utilize the teachers we have in a better way by letting them act as lead while in the process of getting qualified. Because hiring has been so difficult, it's been great to have an option if we cannot find a lead qualified teacher to hire immediately to fill a vacancy.*
- *We were able to offer continuous care to families. It helped tremendously when we needed it.*
- *It's had a very positive impact, those teachers get raises once they get to lead, so giving them an opportunity to get there has been great.*
- *It has empowered some of our teachers to get to lead in a way that doesn't put too much stress on them to get it done super quickly. They can take their time on the trainings and classes, and we get the most out of them.*
- *It helps us meet ratios and helps support staff that have the skills to be lead qualified get the experience leading a group.*
- *It really helped boost their confidence knowing we wanted to make an investment in their professional growth and development. It was their manager/director saying "I trust you will be an awesome teacher" in a non-verbal way.*

Barriers

- L2 programs
- Use in infant classrooms
- Programs on probation
- COVID staffing challenges

Waiver Completion

Decision not to renew Larimer P-ECT Waiver

- Expanded ECT pathways in Child Care Licensing
- New Credential 3.0- Level 2
- Expanded use of Assistant Teacher
- Other waivers available- CDA, site specific



Colorado Department of Early Childhood & Universal Preschool Updates

Michael Cooke & Tova Cohen, CDEC Transition Team

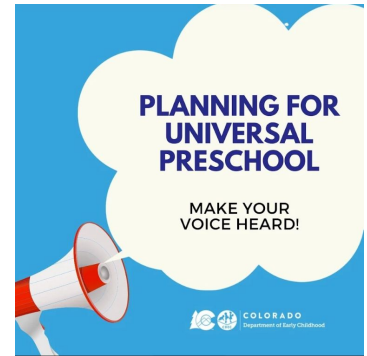
Updates from the Transition Team

- HB22-1295
- Universal Pre-Kindergarten (UPK) Application Committee
- Local Coordinating Organization (LCO) Advisory Committee
- CDEC Hiring Updates
- Questions

Local Coordinating Organization (LCO) Toolkits

Public-Facing Resources Include:

- [LCO Background Information Packet](#)
- [LCO Overview Video](#)
- [Frequently Asked Questions](#)
- [Information Session Recording](#) from April 12, 2022 ECLC Town Hall
- [Next Steps Tools and Resources Folder](#)



Facilitation Resources Include:

- [Facilitation Guide](#), [Customizable Participant Agenda](#) (Also available in [Spanish](#)), [Customizable Flyer](#), (Also available in [Spanish](#)), and Social Media [Image 1](#) and [Image 2](#).

All materials at www.earlychildhoodcolorado.org/toolkits

Rules Advisory Council (RAC)

- Rules Advisory Council (RAC) will be convened to provide consultation and advice in promulgating rules for the functions, programs, and services that the Department will oversee
- 15 members, with expertise identified in statute
- ECLC Role: Solicit applications from early childhood stakeholders and provide recommendations to the Executive Director
- Emphasis on diverse voices and perspectives, including a majority of members representing parents/ families/ caregivers, early childhood workforce, and historically underrepresented communities



Legislative Updates

Bill Jaeger, Colorado Children's Campaign



State Agency Legislative Updates

Pamela Harris & State Agency Designees

State Agency Legislative Updates

- Colorado Department of Education
- Colorado Department of Higher Education
- Colorado Department of Public Health & Environment
- Colorado Department of Health Care Policy & Financing
- Colorado Department of Human Services
 - Office of Early Childhood

CDHE Updates

- ❖ In partnership with OEC,
 - Over 1,900 students have received stipends for ECE 101/103 (over 2,400 courses completed)
 - \$1.8million has been allocated to IHE partners for spring/summer scholarships
- ❖ [Teaching Career Pathway](#): provides the opportunity for high school students to begin coursework toward a teaching license (including Early Childhood)
- ❖ Legislative Updates:
 - [HB22-1220 Removing Barriers to Educator Preparation](#)
 - [SB22-192 Opportunities for Credential Attainment](#)
 - [HB22-1255 Improve Higher Education for Students with Disabilities](#)

State Agency Legislative Updates

- Colorado Department of Education
- Colorado Department of Higher Education
- Colorado Department of Public Health & Environment
- Colorado Department of Health Care Policy & Financing
- Colorado Department of Human Services
 - Office of Early Childhood

Updates from the Office of Early Childhood (OEC)

April 28, 2022 ECLC Meeting



COLORADO
Office of Early Childhood
Department of Human Services

Legislative Update

SB22-213 Child Care Support Programs

- Up to \$50M in spending authority for additional ARP Stabilization Grants
- \$16M for Emerging and Expanding Grants
- \$10M for Employer-based Child Care
- \$15M for workforce recruitment and retention
- \$1M in home visiting
- \$7.5M to support family, friend and neighbor child care providers

Additional Updates

On-site Child Care at State Agencies

- Numerous agencies exploring
- Including on-site child care at the capitol complex site

~ Break ~

*Nourish your body, drink some water, move
around, breathe ...*



Public Comment

Pamela Harris

Public Comment

- Each speaker may take up to three (3) minutes to make his or her comments. This time constraint may be modified by the ECLC Co-Chairs.
- Any opinions, advice, statements, services, offers, or other information or content expressed or made available by stakeholders or members of the public during public comment does not constitute or imply its endorsement, recommendation, or favoring by the ECLC.



Federal Stimulus Funding - Overview and Project Spotlights

Mary Alice Cohen, OEC

A photograph of a classroom where children are engaged in a learning activity. In the foreground, two young boys are seated at a light-colored wooden table, focused on sorting through numerous small cards. Each card features a number and a corresponding set of colored dots (e.g., 8 with 8 red dots, 25 with 25 green dots). The boy on the left is wearing a grey sweatshirt with a Mario character graphic, and the boy on the right is wearing a blue and white striped shirt. In the background, other children are visible, some standing and some sitting, in a bright, well-lit room with educational posters on the walls. A blue semi-transparent banner is overlaid across the middle of the image, containing the title text.

Federal Stimulus Updates

Mary Alice Cohen, Office of Early Childhood

Stimulus Funding Overviews



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 level, 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).

Activity 2: Employer based Child Care Facilities

↕ 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 is expected to fund the creation of between 10-25 new child care centers. Eligible employers must provide a financial match of 50% for for-profit employers and 25% match for nonprofit or government employers. • Families in Colorado face a number of challenges accessing child care, including long wait lists, limited locations near work or home, or no local licensed child care options. These issues may worsen with increased demand for care as families return to work, population growth, and the implementation of Universal Preschool. This program will help address these issues and build more child care capacity. • Funding Source: State General Fund • Funding Amount: \$9,029,772



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 Stabilization • Funding Amount: \$49,817,600

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 & ARP Discretionary • Funding Amount: \$18,869,713



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

Activity 2: Reducing CCCAP Copayments

↕ 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 income. This strategy also invests in a communications strategy to ensure eligible families are aware of CCCAP and its benefits. • Cost of care is a major barrier for many families trying to access licensed, high-quality child care. By reducing the copayment families pay for CCCAP, more families will be able to enroll their children in care, thus being able to work or attend school, with more money left over for food, transportation, housing, and other vital costs. • Funding Source: CRRSA & ARP Discretionary • Funding Amount: \$9,461,871

Access

Workforce

Family Strengthening

en español

en español

en español

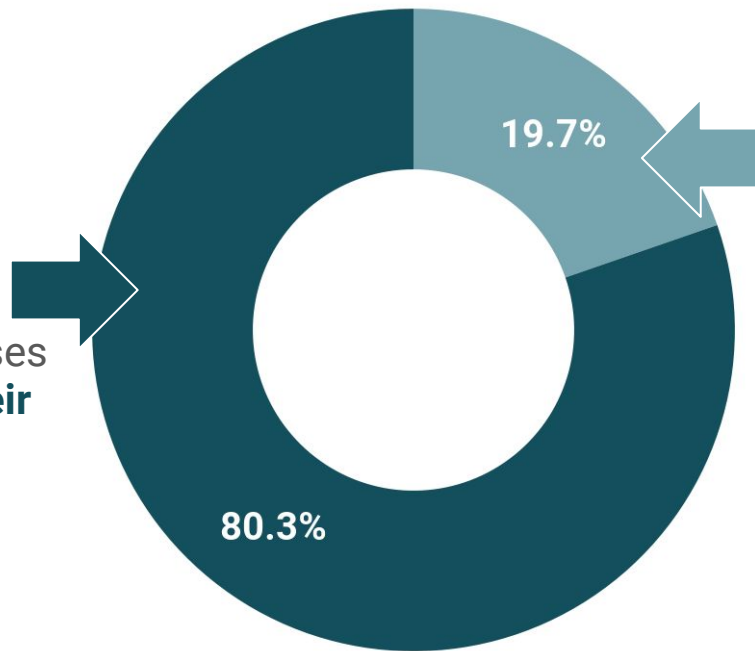
Stabilization Grants: Impact on Colorado Child Care Providers

\$200,726,912 in American Rescue Plan Funding (ARP) funding awarded to

3,438 providers through **Stabilization Grants**

Operations Grants \$161,178,924

- Support operating expenses so providers can **keep their doors open**
 - Facility costs like rent, mortgage, utilities
 - Health and sanitation expenses (PPE)
 - Personnel costs



Workforce Sustainability Grants \$39,547,988

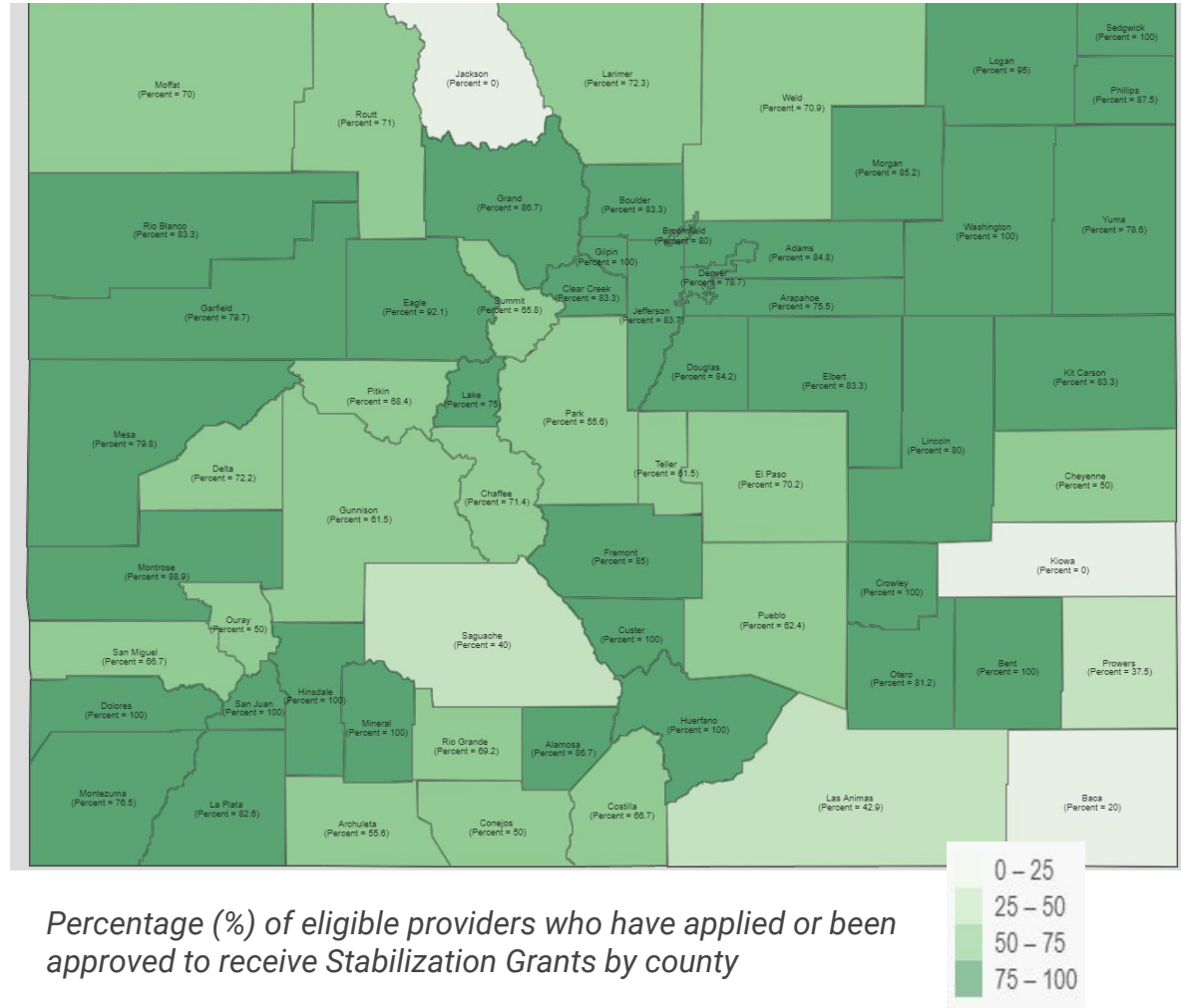
- Support workforce **retention and recruitment**
 - Improve staff compensation
 - Improve staff benefits
 - Provide employee health, mental health resources
 - Support staff professional development

As of April 26, 2022

Impact at the County Level

75.4% of eligible providers have either applied or been approved to receive Stabilization Grant funding.

There are opportunities for additional **outreach** across the state - in **both rural and urban** counties.



Additional Access Strategies

Activity 5: Licensing Incentives

- \$5,000 to become a licensed child care provider
- \$500 to become a qualified exempt provider

Activity 9: Emerging & Expanding Grants

- Awarded \$10M
 - \$2.4M in requests under review
 - \$2.4M left to award
- Award range from \$3,000 to \$200,000
- 245 recipients across 38 counties
 - 5,258 new slots created
 - 88% of funds to counties with low or very low child care capacity
- SB22-213 would expand program to 300-400 more providers

Workforce Strategies

Welcome Stephenie Hickman!

Activity 4: Free 101 & 103 Coursework

- 1,913 students reached so far

Activity 5: Apprenticeship Program

- Interagency Agreement with Red Rocks Community College
- Opportunity on the [Vendor Self Service](#)

Activity 6: Teacher Peer Mentorship

- Welcome Connie Haberman!
- Funding will be distributed by MetrixIQ

Family Strengthening Strategies

A young child with dark curly hair is sitting at a light-colored table, looking up and to the right. They are wearing a dark green jacket and are eating from a white plate. In the foreground, the back of another child wearing a light blue plaid shirt is visible. The table has two red plastic cups and a white plate with a fork. The background is a blurred indoor setting, possibly a classroom or a dining area.

Activity 1: Reduced Child Care Tuition for Families

- Part of Stabilization Grants
- Determining best way to capture data

Activity 3: Early Childhood Mental Health Consultants

- 7 Consultants added, bringing total to 52
- Institute for Racial Equity and Excellence (IREE) providing EDI training for the ECMH Workforce

A photograph of a woman in a white shirt smiling at children sitting at a table in a classroom. The children are eating from white plates and drinking from red cups. The scene is set in a bright, well-lit room with educational materials visible in the background.

THANK YOU.
Questions?



COLORADO
Department of Human Services

Employer-Based Child Care Design Lab

Nicole Riehl, EPIC

EXECUTIVES PARTNERING TO
INVEST IN CHILDREN



Employer Sponsored Child Care Design Lab: Overview and Impact

April 28, 2022

Design Lab Vision and Goals

Together, EPIC and the OEC aligned on the following vision and goals for the Lab.

Vision

The Design Lab will equip employers throughout the state with the knowledge to create sustainable, quality, and affordable employer-based child care models responsive to the needs of their workers.

Participants will...

- Understand how to think about the opportunities and challenges associated with employer-sponsored child care programs
- Have the tools to support design of, and decision-making about launching, an employer-sponsored child care program
- Have a cohort of peers to share their child care planning wins and challenges with for thought partnership and support
- CDHS will have a better understanding of the interest level of employers in launching employer-sponsored child care programs and the roadblocks associated with such endeavors

Lab Phases & Timeline

Recruitment & Design

(5 weeks - Aug 30-Oct 1)

- Define vision and goals of Design Lab
- Define target participants and participation requirements
- Recruit through social media, email blasts
- Host webinar to share information about Lab
- Develop and execute applicant survey and interviews to qualify participants and finalize cohort
- Develop syllabus and approach to participant engagement
- Begin to develop materials and line up supporting mentors/speakers for Lab

Execution

(21 weeks - Oct 4-Feb 25)

- With participants, co-define detailed objectives for Lab and individual organizations
- Plan for interactive sessions targeted to meet participant needs
- Engage participants in twice monthly Lab sessions
- Provide targeted technical assistance (2 hrs/wk total)
- Conduct mid-point check-ins with participants to inform adjustments to approach for second half of Lab

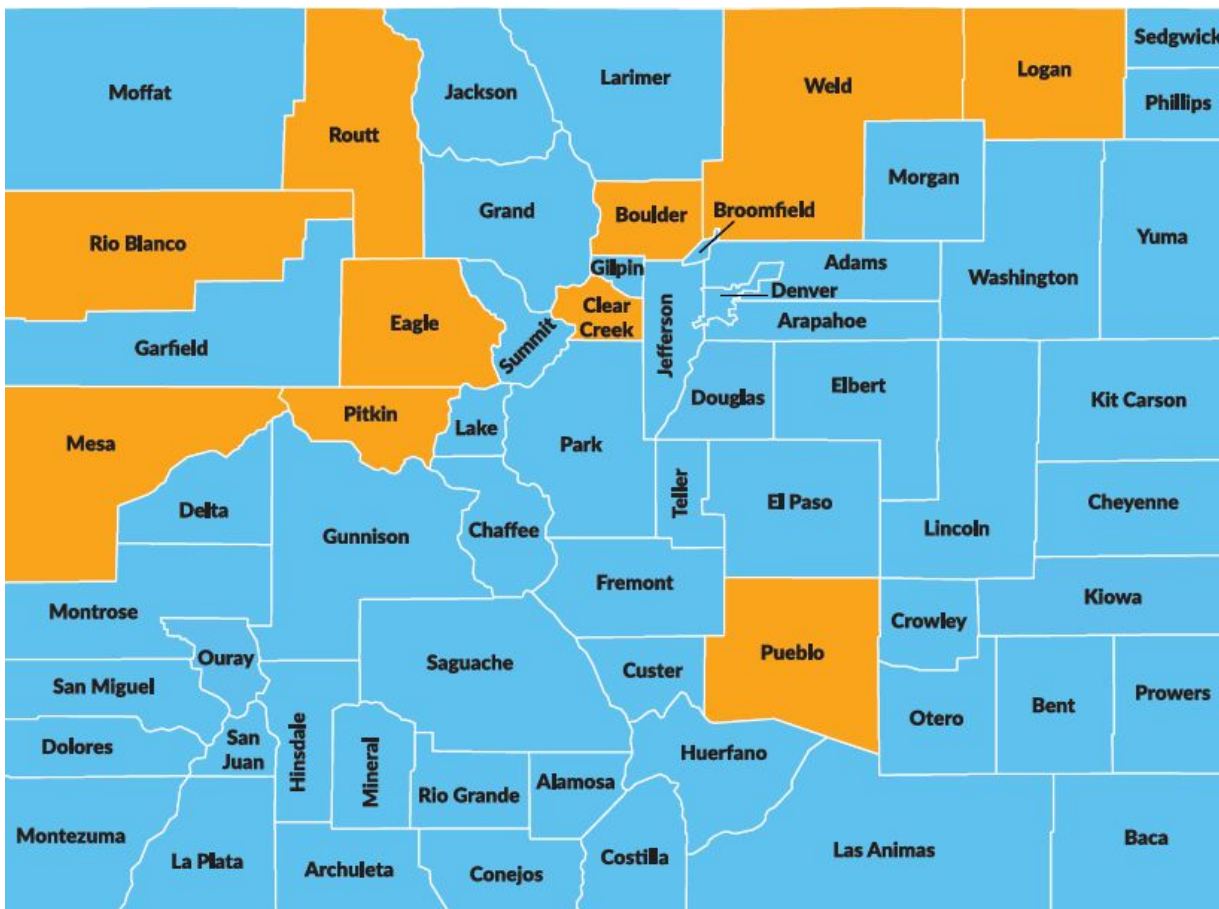
Recap & Recommendations

(3 weeks - Feb 28-Mar 18)

- Provide targeted technical assistance to participants as they complete their business plans to submit for facility funding
- Collect feedback from participants re: Lab process and outcomes
- Collect feedback from participants re: hurdles and additional needs
- Share recap of process, insight and final report with State partners

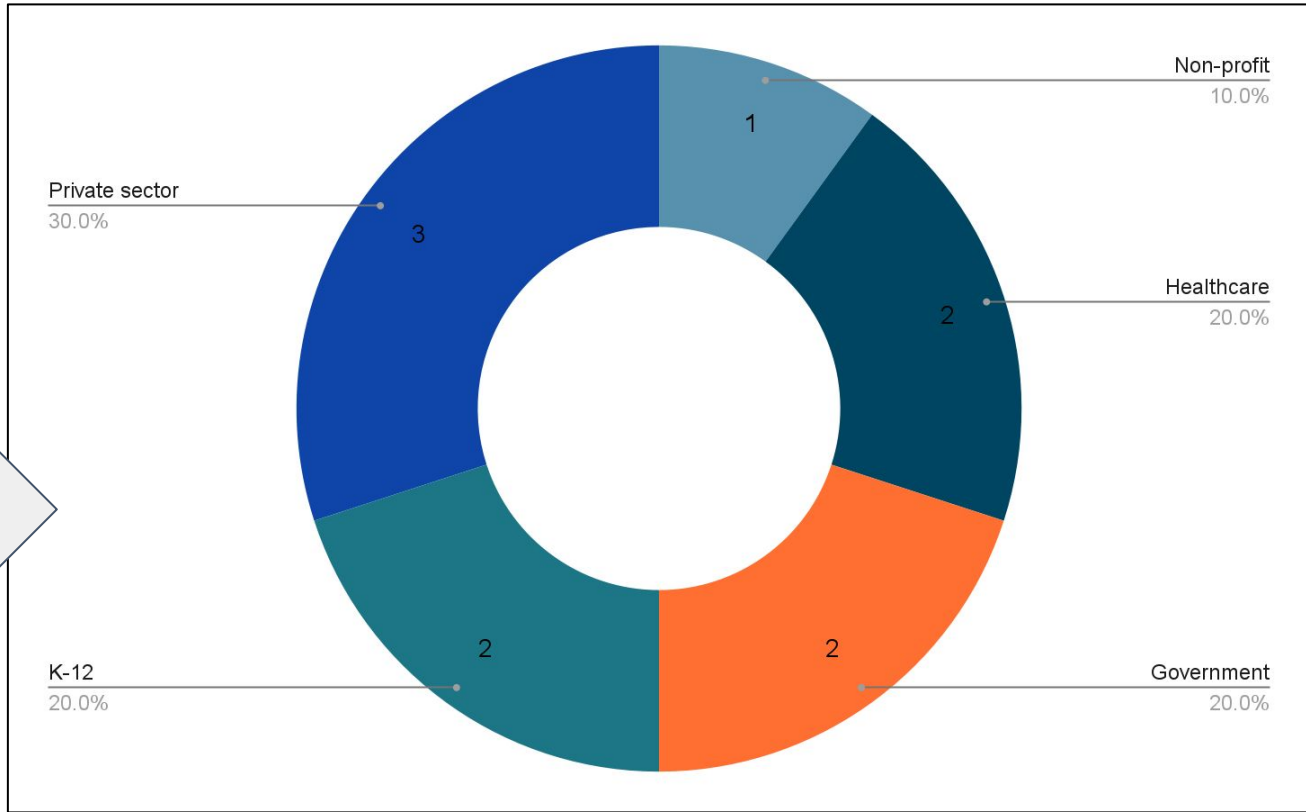
*To be revisited if funding cannot be rolled over to 2022

Diverse Participant Group



Well Balanced Representation

Participants from every sector were able to engage and share in strategy, experience and process



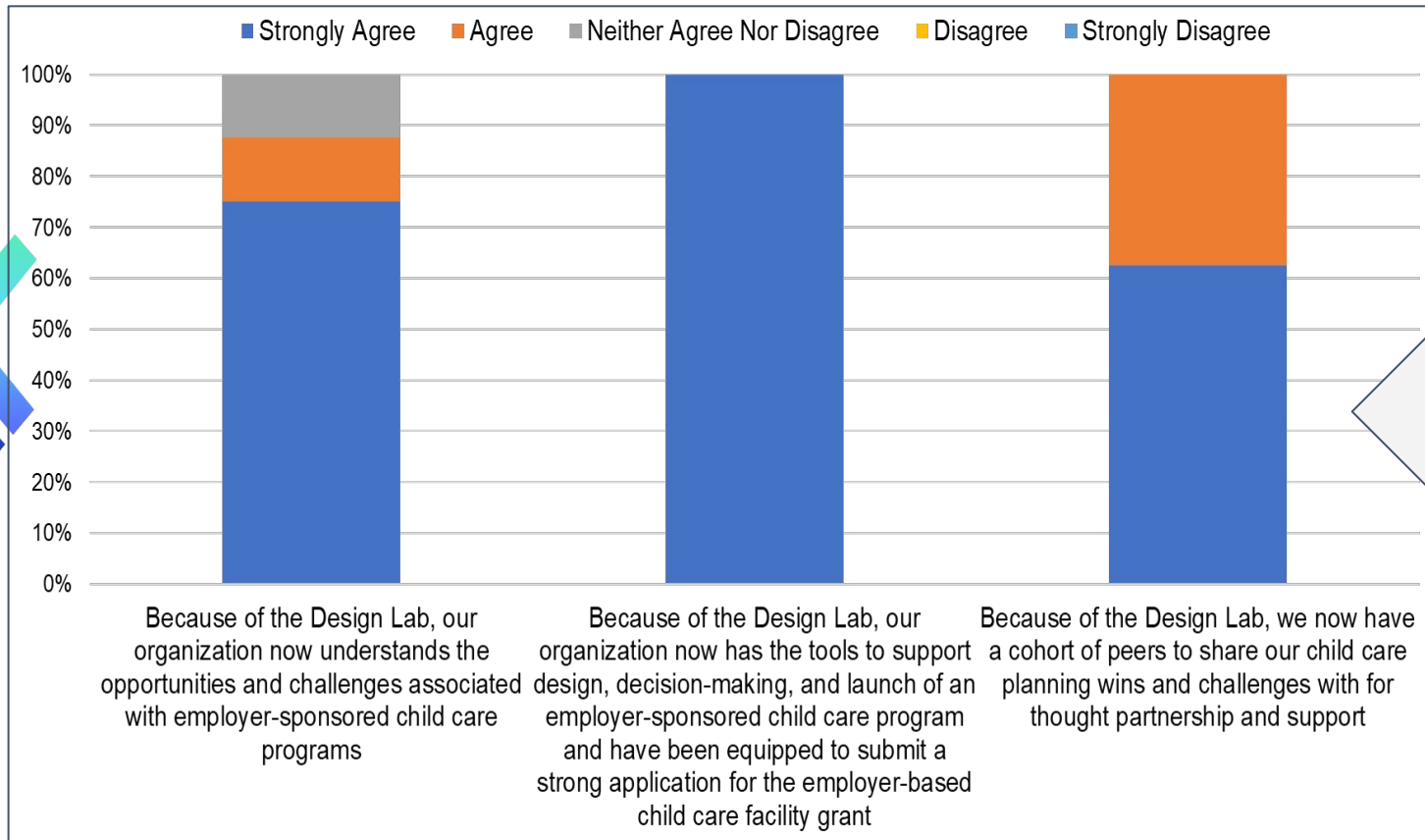
Design Lab Selected Participants

Lead organization	Partner organizations
City of Aspen	
Clear Creek School District	Clear Creek Metropolitan Recreation District, Clear Creek County and Expanding Early Care and Learning in Clear Creek County (non-profit org)
Community Hospital	
Devonshire Acres	
Rio Blanco County	Town of Meeker, ERBM Recreation Center, Meeker School District, Pioneers Medical Center
Steamboat Ski & Resort Corporation	
The Fuel & Iron Project	
The JM Smucker Co	
Vail Valley Foundation	Eagle County Government, Sonnenalp Hotel
Weld County School District	

Design Lab Syllabus of Topics

What and why	Defining the “why” and starting anchor points	October
	Employee/ Community Needs & Program Characteristics	October
Where	Real Estate (Sites & Facilities)	October
Who	Contracted Operators	November
	Governance, Oversight & Risk	December
How much	Financial Modeling	November-December
	Financing and Funding	November-December
	Tuition and Subsidies	November-December
How	Child care regulations and quality ratings	January
	Child care workforce requirements	January
	Child care employee benefits	January
	Implementation planning	January
	Enrollment policies	February
	Culture and family engagement	February

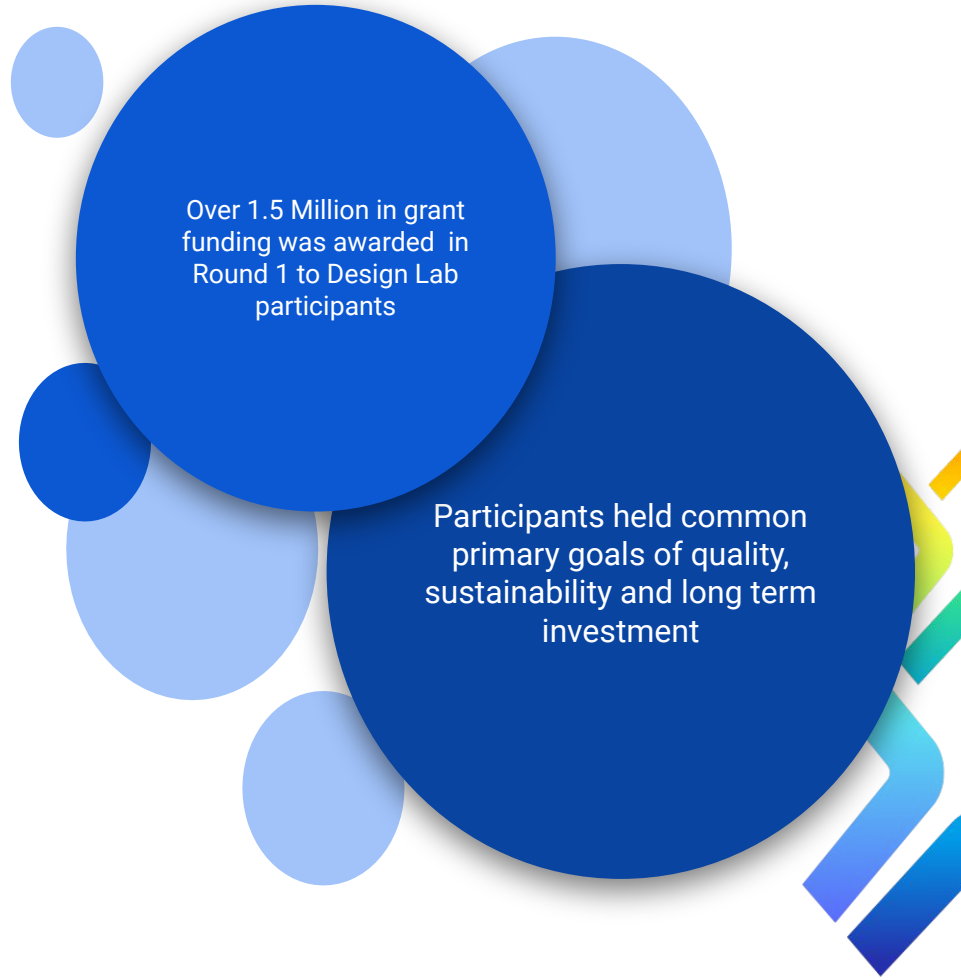
Design Lab Impacts



100% of participants credit the Design Lab for the tools to support **design, decision making, and launch** of their projects

Participant Projects from the first Design Lab will...

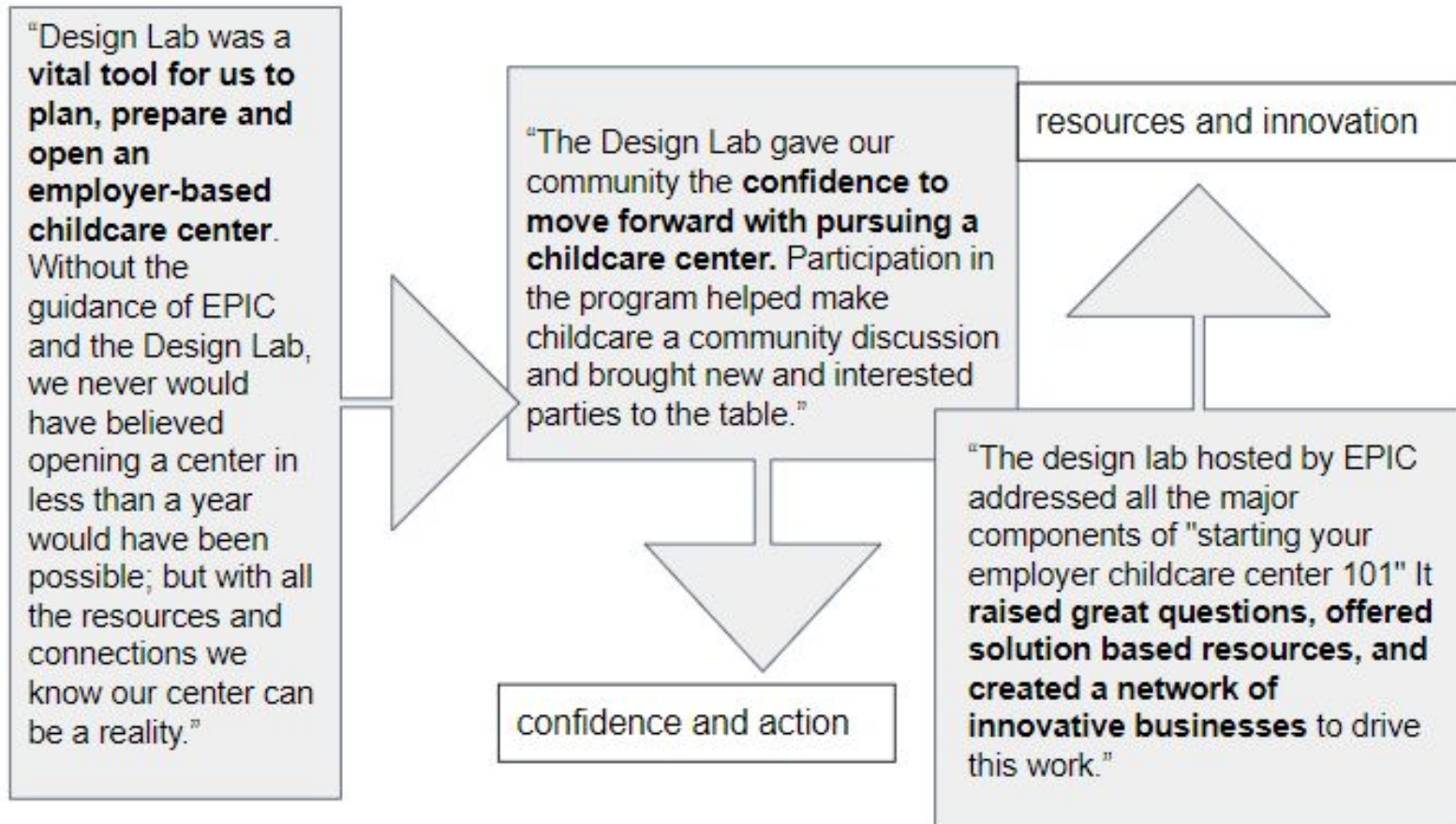
- 
- **CREATE** 495 new child care spots, including 275 for infants and toddlers
 - **LEVERAGE** More than \$20.2 million in private and public funds
 - **GENERATE** 140 new positions for early educators in high quality environments



Over 1.5 Million in grant funding was awarded in Round 1 to Design Lab participants

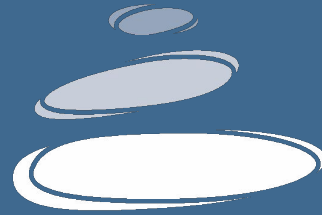
Participants held common primary goals of quality, sustainability and long term investment

Participant Experience and Feedback



Community Innovation and Resilience for Care and
Learning Equity (CIRCLE) Grants

*Jennifer Stedron and Angela Rothermel,
Early Milestones Colorado*



EARLY **MILESTONES**
COLORADO

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

EARLY CHILDHOOD LEADERSHIP COMMISSION – CIRCLE GRANTS STATUS UPDATE
APRIL 28, 2022

Community Innovation and Resilience for Care and Learning Equity (CIRCLE) Grant Program

The CIRCLE Grant program will provide **nearly \$23 million in grants** to child care providers and other community, education, or governmental partners to pursue innovative solutions to challenges worsened by the pandemic.

See:

www.leg.colorado.gov/bills/sb21-236

Funding from the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) and American Rescue Plan Act funds



Who is Eligible: All licensed child care providers – including family child care homes, child care centers, and school-based child care programs; CCCAP qualified-exempt providers – as well as community, education or governmental organizations with innovative ideas are invited to apply.

CIRCLE Purpose: We are seeking innovative, equity-focused, practice- or systems-building projects to make child care more affordable; fill gaps in infant and toddler care; strengthen providers' financial stability; boost workforce preparation; and contribute to the health and learning of all children, including those with special needs and dual-language learners.

CIRCLE Grantees will:

- Implement innovative projects to address persistent child care challenges while advancing equity for young children, families and the providers who serve them
- Learn how to collect and use data on the project to analyze performance and adjust for greater effectiveness
- Receive support and participate in cross-learning communities through technical assistance and evaluation efforts
- Engage with the Early Milestones team in various ways to share progress, successes, opportunities, and barriers to inform change at the broader state and system level

Grant Awards: We encourage proposals for grants of all sizes. Grants may range from \$10,000 to \$750,000 and will be for the period of June 15, 2022, through June 30, 2023.

Highlights

- **More than 1,000 Intents to Apply** submitted
- **Over 400 grant applications received** in Round 1 (closed 4/15/22)
- **\$99.7 Million in requested funds**, ranging from \$10,000 to \$750,000
- Proposals from **over 50 counties**
- **All proposals due by 5/23/22**



KEY DATES

May 6, 2022 – Round 1 awardees notified

May 12, 2022 – Intention to Apply due date

May 23, 2022 (5:00 p.m.) – Proposals due

June 8, 2022 – Awards announced

June 15, 2022 – Awarded projects start date



FOR MORE INFORMATION & TO APPLY

VISIT:

<https://earlymilestones.org/project/circle-grants/>

EMAIL: circle@earlymilestones.org



HOW YOU CAN HELP

Spread the word about CIRCLE and OEC's array of Stimulus programs. Visit: coecstimulus.com.

Contact us if you can assist with application review and/or technical assistance to grantees

QUESTIONS

ANGELA ROTHERMEL

Deputy Director

arothermel@earlymilestones.org



TRICIA BONMAN

Project Director, CIRCLE Initiative

tbonman@earlymilestones.org



KACEE MILLER

Portfolio Director, Early Learning

kmiller@earlymilestones.org



JULIO ALAS

DEI Director, CIRCLE Initiative

jalas@earlymilestones.org



@EARLYMILESTONESCO



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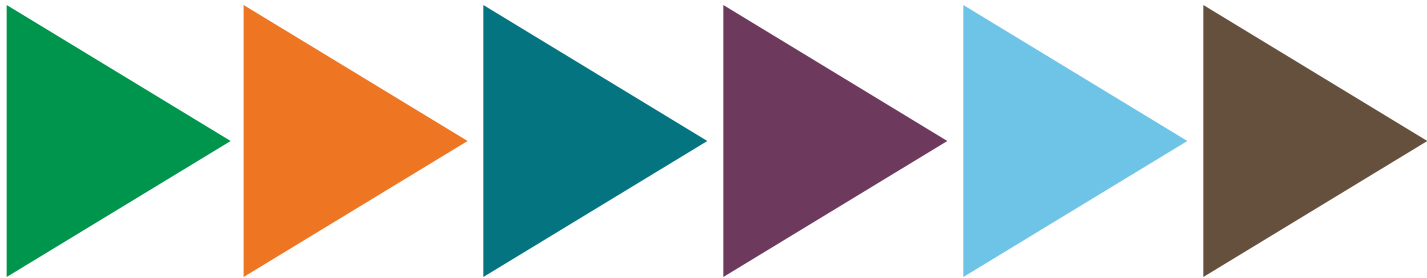
Preschool Development Grant Progress Update

Lindsey Dorneman, OEC



COLORADO SHINES BRIGHTER

Early Childhood Leadership Commission
April 28, 2022



Project Resources

- [Strategic Plan At-A-Glance \(Spanish\)](#)
- [2021 Evaluation Report](#)
- [2021 Federal Annual Performance Progress Report](#)
- [PDG B-5 Project Summary/Progress Tracker](#)



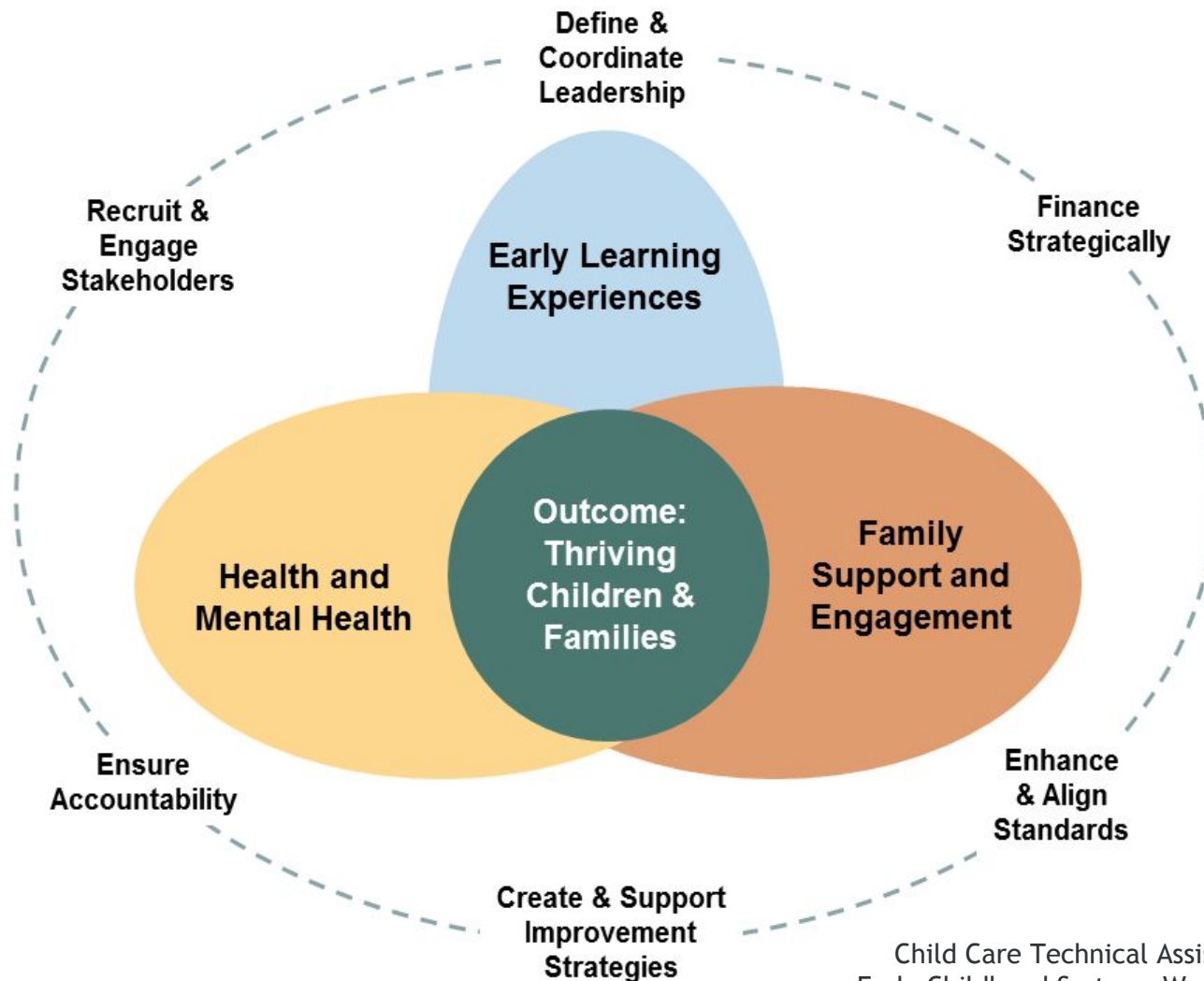
Preschool Development Grant B-5

Colorado's opportunity to... implement changes to the early care and education system that maximize the availability of high-quality options for families, improve the quality of care, streamline administrative infrastructure, and improve state-level early childhood funding efficiencies.

“Improving systems and structures that support children and families during the critical period of early childhood is a persistent challenge. PDG continues to be a critical funding source to elevate this work.”



Early Childhood System Building



Child Care Technical Assistance Network
Early Childhood Systems Work Group (2006)

“Systems change endeavors, such as this one, require strong collaboration to achieve the scope of work and sustain benefits. As [the 2021 evaluation] report highlights, existing PDG B-5 partnerships have various strengths, including strong leadership and communication, increased awareness and trust among partners, and efforts to engage a broad array of partners.”



Coordination and Collaboration

“Full collaboration is a partnership to develop or implement a joint project or plan. Whereas in a coordinated effort participants pursue their own goals but link or synchronize those goals with the goals of others, a collaborative project has shared goals developed by all members of the collaboration. A collaborative project is often the result of answering the question, what can we accomplish together that we can’t do alone?”

The 3C's: Communicate, Coordinate, Collaborate; Doing Together What We Can't Do Alone, Markowitz et al. (2003).



State-level Partnerships

Strategy	Goal/Purpose	Participants	Outcomes
1.3.1 Transitions Toolkit 1.3.2 Transitions Roadmap	Collaborate to inform Colorado's statewide Transitions Roadmap and toolkit. Coordinate and align communications and activities supporting families, K-12 and ECE programs, and their communities.	CDHS-OEC and CDE state staff representing Head Start/Early Head Start, Colorado Preschool Program, Preschool Special Education, School Readiness, and Migrant Education.	Since 2019, developed the project vision and advised on processes to develop role-based transition resources for families in migrant and seasonal communities , Native American families , and families experiencing homelessness , a transition to kindergarten timeline and checklist , and the Transitions to Kindergarten in Colorado: A Roadmap .
2.2.1 Quality Nutrition in ECE Settings	Increase the utilization of nutrition programs among eligible ECE providers with a focus on the Child and Adult Care Food Program and the National School Lunch and School Breakfast programs.	Fourteen representatives from the CDPHE-CACFP, CDHS-OEC, CDE School Nutrition Unit and P-3 Office, ECCs, County Health Departments, and quality nutrition advocacy groups.	Developed CACFP marketing materials in English, Spanish and Arabic for child care centers and child care homes , and informed the creation of the child care home cost-benefit tool . Developed a GIS story map of eligible child care programs and CACFP utilization. Improved data sharing processes to track CACFP program participation and inform outreach.
6.1.5 Informed and Effective ECE for Children with Delays or Disabilities	Developed two eLearning courses for licensed child care providers to comply with the Americans with Disabilities Act by making a reasonable effort to accommodate and integrate children with disabilities, delays, or special needs.	Staff from the CDHS-OEC (including staff from the PDG B-5, Early Intervention Colorado IDEA Part C, and Instructional Design units) and the CDE P-3 Office Preschool Special Education IDEA Part B - Section 619 program.	Development of two courses: <ol style="list-style-type: none"> 1. Introduction to Early Intervention and Preschool Special Education: As of December 2021, there were 5,031 course completions in English and 46 completions in Spanish. 2. Supporting Young Children Through Inclusive Care: As of December 2021, there were 1,672 course completions in English and 100 completions in Spanish. Informed changes to child care licensing rules to require training.



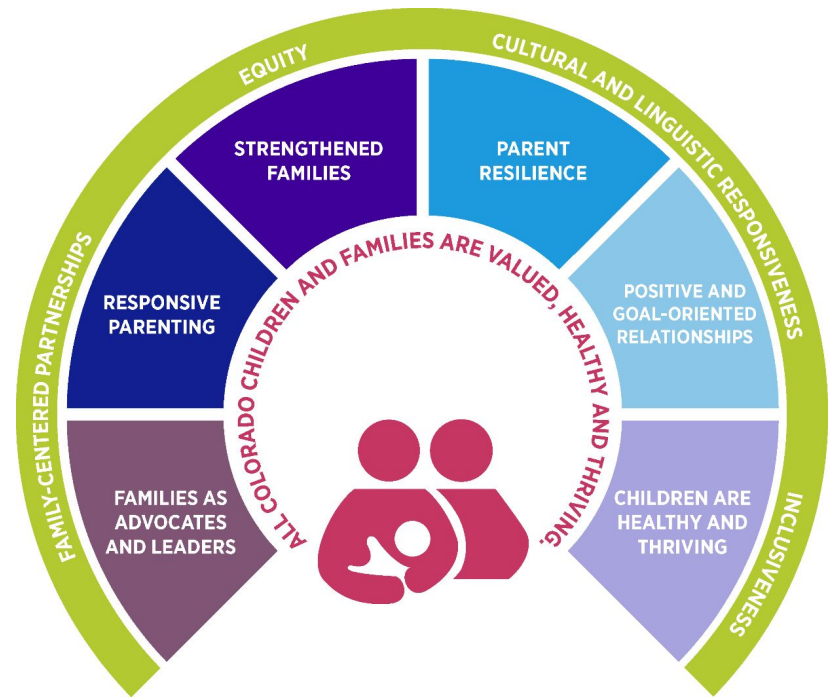
PDG B-5 Workgroups

Strategy	Workgroup Title/Purpose	Members	Outcomes
1.2.1 Coordinated Application & Local Navigation	Coordinated Application, Eligibility and Enrollment (CAEE) Workgroup: Explore how Colorado might structure a CAEE process in the early care and education space for programs like the Colorado Child Care Assistance Program, Head Start, and state-funded preschool programs.	State and local stakeholders impacted by a CAEE model: parents, ECE providers, state and local administrators, nonprofit organizations, and early childhood advocates. This group was formed under the state advisory council (ECLC).	Formed recommendations for a state model of CAEE designed to ease families' access to, and experience accessing, early childhood programs in Colorado. Recommendations address the overall design, process, timeline, policies, and other considerations for implementing CAEE, and were shared with the transition planning groups throughout the process to inform the CDEC and UPP recommendations.
2.1.3 ECMH Consultation Practices	Infant/Early Childhood Mental Health Environmental Scan Core Team: Document coursework and professional development opportunities; and develop ECMH workforce recommendations for state leaders, philanthropic organizations, higher education, and organizations that recruit and support ECMH workforce.	Twelve practitioners, supervisors and academics ranging in years of experience from 8 months to 30 years across multiple settings and disciplines as well as active involvement in local and national early childhood mental health initiatives.	Drafted the Building an Early Childhood Mental Health Consultant Workforce in Colorado: An Environmental Scan of Training and Professional Development of Programs report in 2021. In 2022, the workgroup will focus on implementing recommendations outlined in the report, some of which have been identified for federal stimulus funding.
4.1.8 Early Start Model Development	Early Intervention Early Start Model Development Workgroup: Inform the values and principles for decision making and develop the purpose and vision of the EI Early Start model.	Twenty-three individuals representing non-profit, philanthropic, and intermediary organizations, state agencies, service providers, and families committed to expanding services for young children with delays and disabilities.	Collaborative development of the Early Start Model - a model of direct service, care coordination, and parenting support to connect families of children up to age three who do not meet eligibility for IDEA Part C Early Intervention but have identified delays or risk factors to programs and services that can address children's developmental needs.
6.2.1 Consultative Roles Alignment	ECE Consultative Role Alignment Workgroup: Identify methods for improving coordination and collaboration amongst early care and education consultative professionals.	Consultative role representatives: CDPHE Child and Adult Care Food Program Consultants, CDHS - OEC QRIS Coaches, Early Childhood Mental Health Consultants, and Expanding Quality Infant/Toddler Care Specialist Network, and Child Care Health Consultants.	Developed a consultative roles guidebook with information on how each role intersects with other consultative roles and their impacts on the ECE workforce. In 2021, the group planned implementation of 2020 recommendations, developed a handout and infographic to communicate roles and their purpose to ECE providers, and designed a consultative roles conference to take place in 2022 to align training across roles.



Partnering with Families

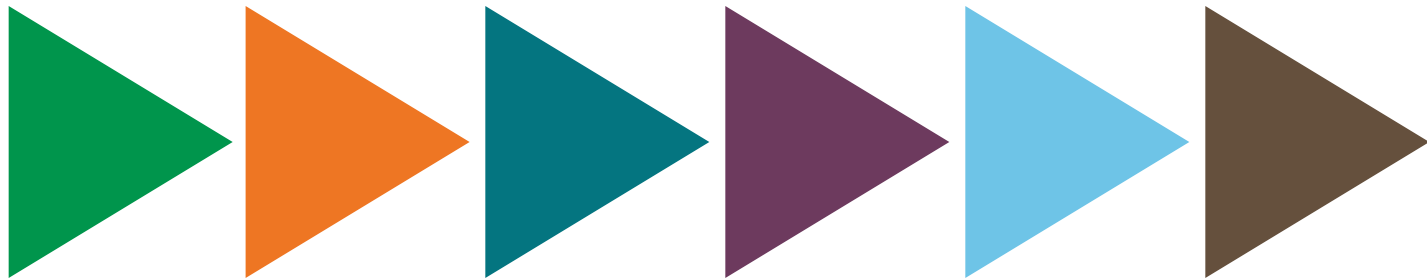
- Early Childhood Family Voice Council
- Family Leadership Network
- Early Childhood Family Engagement Framework



Local Coordination and Capacity Building

Kristen Lang

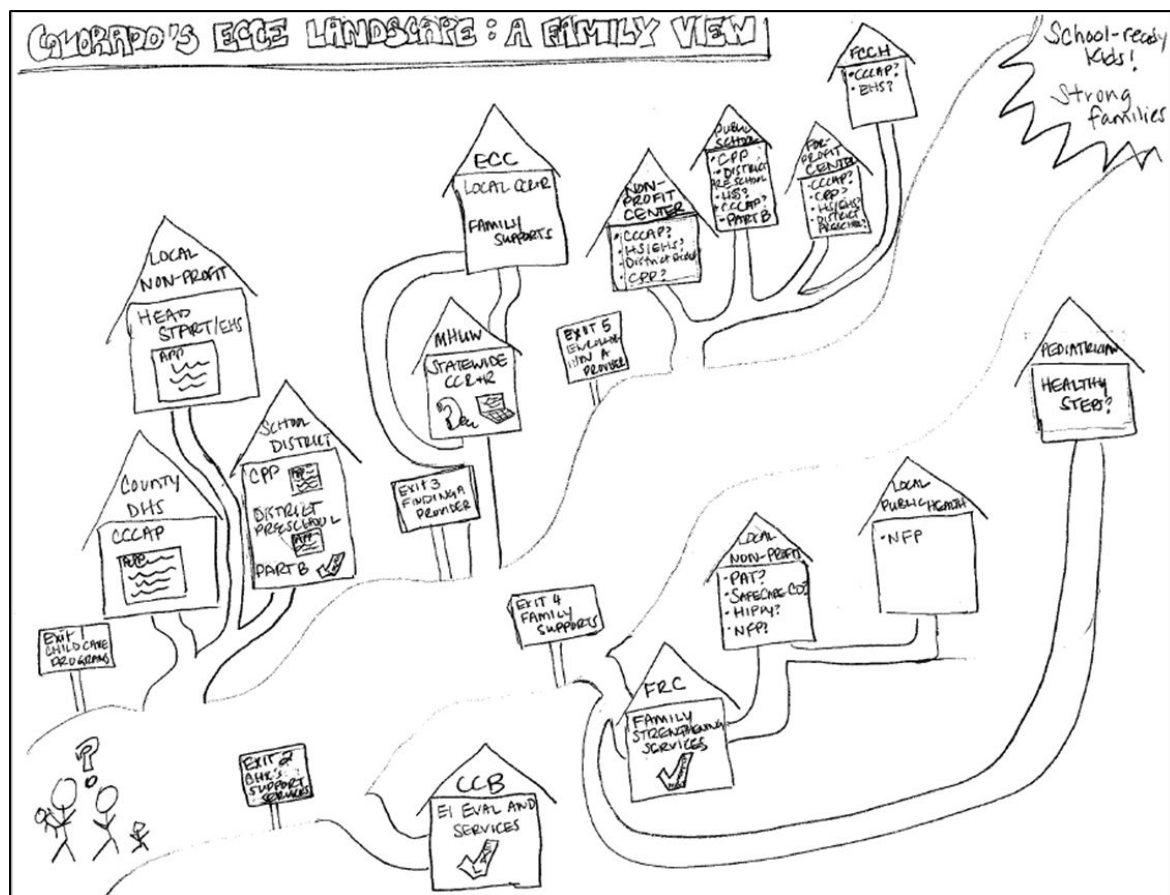
PDG B-5 Program Access Manager



Why Coordination and Capacity Building Matter to Increasing Equitable Access for Families

Colorado Shines Brighter Strategic Plan 1.2.1:
Coordinated Application & Local Navigation

Colorado Shines Brighter Strategic Plan 1.2.4: ECC & FRC Organizational Capacity



Local Organizational Capacity: Key Efforts

Cross Organizational Focus (FRCs, ECCs, FRCA, ECCLA, OEC)

ECC, ECCLA, OEC Focus

Local Organizational Capacity initiative: Aligning, strengthening, and expanding local partnerships to support children and families

Collaboration and Coordination

➤ Objective: Develop tools and resources to promote cross organizational collaboration and coordination (*Coordination Toolkit, Collaboration Guide, C2 Planning Grants*)

ECC Goals and Reporting Alignment

➤ Objective: Examine all the current accountability vehicles (e.g., Triennial, SOWs, strategic plans) and align these to make them more efficient and effective for Councils and the State (*Summarized findings and recommendations*)

Lifecycle Assessment

➤ Objective: Develop an understanding of each ECCLA's and FRCA's journey and current state as nonprofit organizations, including relationships, role definition, and bi-lateral expectations (*Strengths-based assessment of opportunities and priority focus areas*)

ECC Shared Measures

➤ Objective: Developing and implement a balanced set of measures to accurately and comprehensively articulate the value added by ECCs and ensure that Councils' work is targeted and easy to explain to policy makers, funding partners, and community members (*Recommended measures, data sources, reporting options, pilot test*)

Relationship Definition

➤ Objective: Define or describe the relationships among/between OEC/CDEC and ECCs/ECCLA and FRCs/FRCA. Identify how to realize established expectations in practice (*Summarized findings and key opportunities*)

ECC Cost Estimation Tool

➤ Objective: Develop an easy-to-use cost estimation tool to support budget articulation for new FTE and programs, informed and tested by stakeholders (*Cost Estimation Tool*)

LOC Training Resources

➤ Objective: Identify training and development courses related to strengthening organizational capacity (*Training and engagement inventory*)



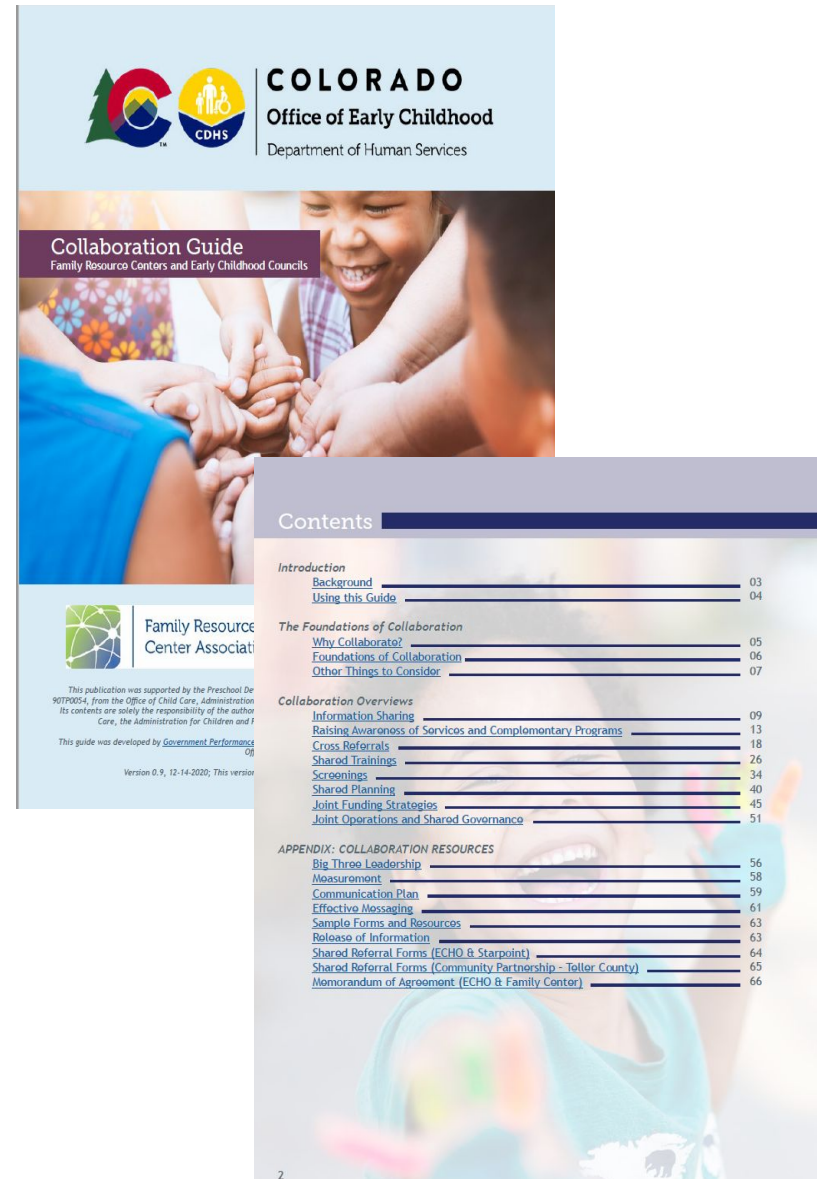
Collaboration Guide

Developed through a facilitated workgroup including the Early Childhood Council Leadership Alliance, Family Resource Center Association, ECCs, FRCs and the OEC.

This guide includes:

- overview of the benefits and modes of collaboration between ECCs and FRCs;
- strategies to begin collaborating; and
- resources to sustain and deepen collaborative relationships that benefit children and families.

While written for ECCs and FRCs, it has applicability to other local organizations that partner with them.



Coordination Toolkit

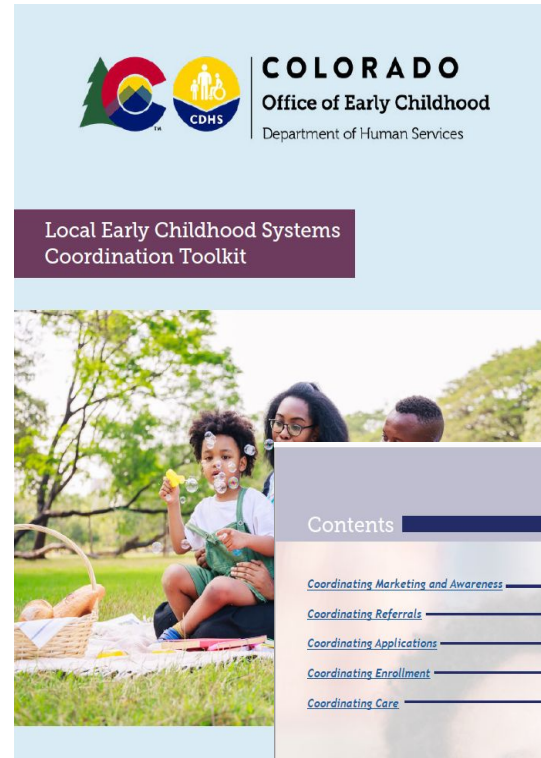
Created for local entities to spur thought and action around better coordinating their local early childhood system to improve service delivery to families. Local entities includes:

- county human/social services or health departments
- school districts
- ECCs
- FRCs
- and other non-profits

The toolkit includes:

- examples of coordinated systems from around Colorado at various of levels of coordination (marketing/awareness, referrals, applications, enrollment, care)
- tools to help localities plan similar efforts

Design team: ECCs; county human services; school districts



Collaboration & Coordination (C2) Planning Mini-Grants

Support local entities as they work together on a plan for a coordination strategy or strategies that improve access to their community's early childhood system for families of children birth through five.

- Up to \$10,000 to support collaborative planning over eight months

As local partners build their plan together, they pilot the Collaboration Guide and Coordination Toolkit and inform the revision process before the tools are finalized in 2022.



Local Organizational Capacity Lessons and Sustainability

State approach to local partners must be relationship based, empowering and efficient



Statewide collaboration leads to stronger local organizations and collaborations



Effective local collaboration and capacity requires funding, reciprocity, and time

Effective partnerships serve to strengthen the entire EC ecosystem, particularly when they are resourced via time and staff, when they are aligned and coordinated, and when they are recognized and elevated.



Questions?

Requests for Future Presentations?

Lindsey Dorneman
Preschool Development Grant B-5 Director
lindsey.dorneman@state.co.us

Kristen Lang
*Preschool Development Grant B-5 Program Access
Manager*
Kristen.lang@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.



Co-Chairs' Next Steps and Final Thoughts

Susan Steele



Thank you Melissa Colzman!



ECLC Monthly Town Hall

Next Monthly Town Hall:

May 10, 2022 at

5:30pm

[Register Now!](#)

Spanish Language Interpretation will be Available!

ECLC

Early Childhood Leadership Commission

Next Meeting:

June 23rd, 2022

9:30am - 12:30pm



Thank you!