



Thursday, June 23, 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 April 28, 2022 Meeting Minutes
 - Meet Dr. Lisa Roy and Hear Updates on the Department of Early Childhood Transition
 - Learn about Early Childhood Workforce Opportunities and Provide Feedback and Guidance on Next Steps for Supporting Colorado's Workforce
 - Provide Feedback on the Past Roles and Future Opportunities for the Early Childhood Leadership Commission
 - Discuss Updating the *Early Childhood Colorado Framework*
 - Welcome New Member and Share Appreciations for Departing ECLC Members
 - Hear comments from the Early Childhood Community
-

9:30-9:40am	Welcome, Introductions and Approve Minutes (Tom Massey) <ul style="list-style-type: none">• Welcome New Member: Dr. Floyd Cobb, Colorado Department of Education• ACTION: Approve the April 28, 2022 Meeting Minutes
9:40-9:45am	Business Meeting (Tom Massey) <ul style="list-style-type: none">• ACTION: Review Rocky Mountain Early Childhood Council Waiver Closeout
9:45-10:00am	Welcome Dr. Lisa Roy, Executive Director of the Colorado Department of Early Childhood
10:00-11:00am	Early Childhood Workforce Updates and Opportunities (Stephenie Hickman and Angela Ben-Zekry, Office of Early Childhood, and Sondra Ranum, Colorado Department of Higher Education) <ul style="list-style-type: none">• Workforce Funding and Stimulus Updates• Focus on Apprenticeship Models• Future Planning: Updated Early Childhood Workforce Plan
11:00-11:10am	Break
11:10-11:20am	Public Comment (Susan Steele)

- 11:20-11:50am** Planning for the Future: Discussion on Past and Future Role of ECLC (Susan Steele)
- What has gone well over the past year that we should continue?
 - What was important about the role the ECLC played over the past year or two? What role or function made the biggest difference?
 - What ideas do you have that could make our time and work together more productive? What might we do differently?
- 11:50-12:05pm** Discuss Opportunity to Update the [Early Childhood Colorado Framework](#) (Pamela Harris)
- 12:05-12:25pm** Sharing Goodbyes and Appreciations (Pamela Harris & Commissioners)
- Remembering Gerie Grimes
 - Farewell to Outgoing ECLC Members: Ryan Beiser, Ida Rhodes, and Susan Steele
- 12:25-12:30pm** Co-Chairs' Next Steps, Final Thoughts and Adjourn
- ECLC Monthly Town Hall: [July 12, 2022 ~ 5:30pm](#)
-

ECLC 2022 Meeting Schedule

- February 24, 2022
 - April 28, 2022
 - June 23, 2022
 - 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 August 25, 2022 from 9:30am to 12:30pm.

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



Early Childhood Leadership Commission April 28th, 2022 ~ 9:30am-12:30pm

MINUTES

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

Attendees: Tom Massey, Susan Steele, Pamela Harris, Adeeb Khan, Ida Rhodes, Jake Williams, Jeanne McQueeney, Lucinda Burns, Rachel Hutson, Sue Renner, Floyd Cobb, Kristina Heyl

Welcome, Introductions & Approve Minutes

Tom Massey called the meeting to order at 9:33am and Commission members introduced themselves. Tom welcomed everyone and asked for a motion to approve the February 24, 2022 meeting minutes. Pamela Harris motioned to approve the minutes as drafted, Ida Rhodes seconded the motion, and the minutes were approved unanimously.

Early Childhood Council of Larimer County Waiver Update

Lauren Powers, Operations and Finance Director with the Early Childhood Council of Larimer County, gave an overview of the Provisional Early Childhood Teacher (P-ECT) waiver, which is coming to a close. The waiver was granted in 2019 and allowed a 12 month grace period for individuals to obtain early childhood teacher qualifications, with additional supports and observations. Teachers involved in the P-ECT program were required to develop a professional development plan detailing how they will obtain qualifications over the next 12 months. The waiver did not include infant classrooms, and child care programs must have a rating of Colorado Shines 3+ in order to participate. In 2021, the waiver was amended to allow for additional P-ECTs based on the size of the program. Lauren further explained that 46% of programs participated in the waiver and of the 19 individual participants, 8 completed their qualifications in an average of 5-6 months, while 11 of the participants left the workforce before completing their qualifications.

Heather Blanco, ECE Director for ECCLA, discussed the evaluation measures that were implemented as well as the impact of the waiver. Overall, there was positive feedback regarding the waiver, with participants stating that the flexibility and investment in their growth and development boosted their confidence, reduced stress for directors, and allowed for classrooms to open or remain open to serve families. Barriers to access the waiver included limitations to Level 2 programs and programs on probation, COVID staffing challenges, and exclusion of allowing P-ECTs to serve in infant classrooms. These barriers, coupled with low numbers of participation and completion and the expanding early childhood teaching pathways currently in place, influenced the decision not to renew the waiver.

Commissioners asked about conducting exit interviews with directors and program participants, which could provide additional information for future waiver considerations, as well as wondering about the 11

participants who did not complete their ECT qualifications to better understand the barriers and challenges to completion.

Colorado Department of Early Childhood and Universal Preschool Updates

Michael Cooke shared that HB22-1295, the Department of Early Childhood and Universal Preschool Program legislation, received bipartisan support throughout the House and Senate and was signed by the Governor on Monday. This historic bill provides the necessary structure and funding to move forward to create the new Department of Early Childhood and begin to create the new Universal Preschool Program. In order to advance the various efforts, the transition team has created 2 committees comprised of representation from school districts, counties, early childhood councils, parents, and providers. The Universal Pre-Kindergarten Application committee is working to ensure the seamlessness of the application process, including the technology and requirements for the Request for Proposals (RFP) which should be released in May. The Local Coordinating Organization (LCO) advisory committee will help build the structure and processes for LCOs moving forward, including the identification of proposed catchment areas as well as reviewing the RFP documents.

Michael stated that the interviews for the Executive Director of the Department of Early Childhood are underway and the Governor should be making an announcement soon. She also noted they are close to finalizing the Human Resources Director position. Additional positions that will be available soon include the Marketing and Communications Director, Chief Financial Officer, IT Leadership, and Program Delivery leadership.

The members discussed the make-up of the advisory committees as well as the proposed catchment area structure, noting the importance of having a good balance of LCOs across the state.

- **Local Coordinating Organization (LCO) Toolkit:** Tom Massey reminded everyone about the [Local Coordinating Organization \(LCO\) Toolkit](#), which is a resource for community conversations regarding identifying their LCOs. Tom thanked the early childhood councils for hosting these meetings and encouraged everyone to reach out to their local council to get involved.
- **Rules Advisory Council Discussion:** Tom also reminded everyone that there was an amendment to HB22-1295 that charged the ECLC with nominating individuals to serve on the Rules Advisory Council (RAC). Kristina Heyl gave a brief overview of the RAC and the ECLC's role in conducting outreach to a large range of stakeholders in order to solicit applications from early childhood stakeholders and provide recommendations to the executive director. The council will consist of 15 members with specific expertise and a majority representation from parents/families/caregivers, the early childhood workforce, and historically under-served and under-represented communities. Kristina recommended the creation of a small Working Group to begin working on the process for soliciting applications and developing these recommendations.

The group discussed the opportunity to recruit new voices and perspectives to the council, as well as the importance of the recommendations to the executive director. Jeanne McQueeney and Ida Rhodes offered their names for the working group.

Legislative Updates

Bill Jaeger with the Colorado Children's Campaign reminded the group that there are less than two weeks left in the legislative session, with [several early childhood and family related bills](#) still under consideration. Specifically, he provided updates on HB22-1010: Early Childhood Tax Credit, which passed the House with an amendment that expanded the number of individuals eligible for the tax credit. Bill also highlighted HB22-1369, which was introduced later in the session due to the additional funding from stimulus/ARPA funds. HB22-1369: Children's Mental Health Programs will expand access to evidence-based programs, such as Child First, by using start-up ARPA funds to build programs and then use other funding sources to maintain and sustain the programs. SB22-213: Child Care Program Supports, is a bipartisan proposal that passed through

Senate appropriations unanimously and allocates \$100 million in one-time funds into various pathways to support the child care and early learning sector.

Bill shared that he will be leaving the Colorado Children's Campaign to take a position with the LOR Foundation. He is grateful for the opportunity to work with everyone and is excited about the emerging leadership at the Colorado Children's Campaign. The Co-Chairs expressed their appreciation and gratitude for all that Bill Jaeger has done for children and families in Colorado.

State Agency Legislative Updates

Colorado Department of Education (CDE): Floyd Cobb, filling in for Melissa Colman, uplifted CDE's Colorado Read Act and mentioned the various bills CDE has been working on related to the training of administrators and K-3 teachers. CDE is looking forward to partnering with the Department of Early Childhood as it relates to SB22-619, special education, and elements of the Colorado Preschool Program.

Colorado Department of Higher Education (CDHE): Sondra Ranum, on behalf of Dr. Angie Paccione, noted several highlights from CDHE, including the distribution of stipends for ECE 101 and 103 for 2,400 students as well as \$1.8million to IHE partners for spring/summer scholarships. The Teaching Career Pathway coursework has been approved and high school students in their junior year can now start completing courses towards teaching licensure and can participate in a teacher prep program through CDE to receive financial support 2 years beyond their senior year. Sondra also mentioned 3 bills related to early childhood and higher education: HB22-1220: Removing Barriers to Educator Prep, provides stipends for student teaching and support for content exams that measure knowledge in various ways; SB22-192: Opportunities for Credential Attainment focuses on incremental achievement to degree completion; and HB22-1255 improves access to higher education for students with disabilities and creates a committee to gather data and provide recommendations related to post secondary outcomes for students with disabilities.

Colorado Department of Public Health & Environment (CDPHE): Rachel Hutson, with CDPHE, gave an overview of Colorado's Tax Credit Outreach. SB22-182 establishes an economic mobility program and allocates ARPA funds to support ongoing tax credit outreach. The Maternal Mortality Prevention Program is aggregating 5 years of data between 2014-2018 that will be released in the upcoming months and regarding inequities related to pregnancy related deaths. HB22-1289 would provide funding to continue the data collection for Health eMoms to sustain the panel survey from pregnancy through the child's second year. SB22-147 expands sustainable funding for the pediatric psychiatric consultation program, which provides capacity-building support to health care practitioners in primary care settings with access to psychiatric consultation and care. CDPHE is partnering with Early Intervention to launch a developmental screening e-referral pilot project to integrate e-referral mechanisms into their systems. This is part of the Early Childhood Comprehensive Systems grant action plan. Finally, Tri-County Health Department is dissolving; CDPHE staff are working with local public health agencies and programs to ensure a seamless transition.

Health Care Policy & Financing: Tom Massey reminded everyone that there are still several legislative bills that are being introduced. HCPF is working to utilize the ARPA funding, while hiring staff to distribute funds, which makes hiring for term limited positions a challenge. HCPF is actively involved with bills regarding the Behavioral Health Authority (BHA) and is working to remove copays in the CHP+ program. Tom uplifted the difficulties that may arise when the Public Health Emergency ends related to redetermination for eligibility for health insurance programs, although it is expected to be extended through December.

Colorado Department of Human Services- Office of Early Childhood: Mary Alice Cohen shared excitement surrounding SB22-213, which provides funding for a variety of child care support programs. This would include an FFN advisory group, which will be launched to provide input regarding the design and delivery of programs and to help inform policy. In addition, many employers are starting to explore on-site employer-based child care across the country, and there is interest in developing a child care center for children of state employees to be located downtown Denver. Finally, Mary Alice emphasized that children with SNAP

benefits are now eligible for Head Start services. This expands access to services, as SNAP has a higher income threshold than Head Start.

Public Comment

There was no public comment.

Federal Stimulus Funding - Overview and Project Spotlights

Mary Alice Cohen gave a brief overview of federal stimulus funding and provided documents that highlight all the stimulus funding across three areas: Access ([English & Spanish](#)), Workforce ([English & Spanish](#)), and Family Strengthening ([English & Spanish](#)). She described 6 new activities in Access strategies (15-21), 3 new activities in Workforce strategies (11-13), and 2 new activities in Family Strengthening strategies (10-11). Mary Alice detailed more specific spending and presented the new activities, including support for a substitute pool of early childhood workforce; additional resources for early literacy and child care outreach supports; licensing incentives and emerging and expanding grants to increase child care capacity across Colorado; scaling the apprenticeship program and launching teacher peer mentorships; reduced child care tuition for families in order to offset cost of tuition; and increase in early childhood mental health consultants.

Mary Alice also provided updates on the stabilization grants, which are available to every licensed early childhood provider in Colorado. More than \$200million has been distributed to 3,438 providers through operations and workforce sustainability grants. She emphasized focusing on opportunities for additional outreach across the state in order to increase the percentage of eligible providers who have applied.

Mary Alice welcomed Stephenie Hickman, the new Workforce Manager for the Office of Early Childhood. She then introduced presenters to further describe two project spotlights:

- **Employer-Based Child Care Design Lab:** Nicole Riehl, with Executive Partnering to Invest in Children (EPIC), provided an overview of the vision and goals of the Employer-Based Child Care Design Lab. Nicole emphasized that the employer-based child care facility grant program creates incentives and financial support for employers to provide on-site child care. However, feedback from communities stated that they needed help figuring out *how* to design and implement a child care program. EPIC worked with OEC and others to develop the first-in-the-country design lab to provide the training and support to employers to create their own on-site child care programs. 10 employers from a wide range of sectors were selected and have worked together to execute programs specific to employer-based child care needs. The design lab has supported these communities with resources throughout the process and are just completing the recap and recommendation phase of the process. Ultimately, the project will increase child care slots, including infant and toddler care, as well as positions for early childhood educators, and allow employers to better meet the child care needs of their employees.
- **Community Innovation and Resilience for Care and Learning Equity (CIRCLE) Grants:** Angela Rothermel, Deputy Director with Early Milestones Colorado, provided an overview of CIRCLE grants. CIRCLE grants were created in 2021 through SB21-236 to 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. Eligibility is open to all licensed child care providers as well as community partners that have innovative ideas about addressing systemic inequities and improving barriers to serve children and families. Early Milestones received more than 1,000 letters of intent to apply, and after the first round closed, they received over 400 grant applications, with applications from 50 counties. Proposals will be accepted until May, 23, 2022. After a first review, the application themes focus on the need for support around expanding programs and services, hiring, facility improvements, and tuition scholarships. Awards will be announced June 8th, with funds released June 15th. Angela emphasized a commitment to ensuring

organizations who are not awarded funds still get supported and that they will be providing feedback to applicants in round 1 to allow them to reapply for round 2.

Preschool Development Grant Progress Update and Project Spotlight

Susan Steele reminded everyone that the ECLC serves as the advisory body for the Preschool Development Grant (PDG). She invited Lindsey Dorneman to share progress updates on the grant, which Colorado has received since 2019. The Preschool Development Grant is funded by federal dollars and is intended to support state system building. It does not prescribe outcomes or establish metrics for success, but instead required each state to develop a needs assessment and then a strategic plan to address the specific needs. In Colorado, the PDG efforts are focused on 6 statewide goals and strategies along with 3 main outcomes: (1) ensuring access to quality early care and education settings of family's choice, (2) expanding enriching environments where children may be cared for, and (3) increasing alignment and coordination across the B-5 system. PDG focuses on infrastructure and emphasizes the importance of connection through coordination and collaboration.

Lindsey highlighted several projects, including the Transitions Roadmap that the ECLC endorsed earlier in 2022, which analyzes policy levers and partnerships that can be used to improve kindergarten transitions. Lindsey also shared that more than 400 individuals and partners across the state have been involved in PDG work. Each year, the Butler Institute evaluates the quality of these partnerships to measure the impact of PDG on aligning and coordinating the early childhood system. In 2021, scores improved across the following domains: working together, shared decision making, grant administration, leadership and resourcing available for partners to reach their goals. PDG work will continue, with opportunities to maximize the extent to which various partners are engaged, working towards shared goals and engaging in shared decision-making and planning for upcoming transitions and sustainability.

Resources and time are needed to bring partners together to coordinate and collaborate and PDG helps in providing these resources and support. PDG had many workgroups that fostered partnerships and the ECLC and OEC were helpful in the coordination and creation of those workgroups. PDG also provided funding to the ECLC, OEC, and other local collaborations to increase family partnerships, including the Early Childhood Family Voice Council, the Family Leadership Network, and the Early Childhood Family Engagement Framework. Lindsey emphasized that it is not enough to just partner with families, but the importance of sharing power with them in decision making and program implementation.

Kristen Lang, PDG B-5 Program Access Manager, shared the importance of coordination and capacity building in increasing equitable access for families. She provided a visual that depicts how families and communities interact with the system, pointing out barriers in access.

Kristin highlighted some of the Local Organizational Capacity efforts. One resource that resulted from this work was the development of a [Collaboration Guide](#) and [Coordination Toolkit](#) for communities to better serve families. It highlights communities that collaborate well and includes tools to guide coordination and implementation of programs and services. Kristen also noted the Collaboration and Coordination Planning mini-grants that fund local organizations for planning efforts for stronger coordination.

Kristen also outlined 3 lessons learned through PDG Local Organizational Capacity work: (1) The state approach to local partnerships must be relationship based, empowering and efficient; (2) statewide collaboration leads to stronger local organizations and collaborations; and (3) effective local collaboration and capacity requires funding, reciprocity, and time. Ultimately, effective partnerships serve to strengthen the entire early childhood ecosystem, particularly when they are resourced via time and staff, when they are aligned and coordinated, and when they are recognized and elevated.

Co-Chairs' Next Steps, Final Thoughts and Adjourn

Susan reminded the group of the next Monthly Town Hall meeting on May 10, 2022 at 5:30 pm and the upcoming ECLC meeting on June 23, 2022.

Susan also announced Melissa Colman's retirement and expressed gratitude for her partnership. Pamela Harris uplifted Melissa's thoughtful and collaborative approach to work and her endless optimism.

The meeting was adjourned at 12:16pm.

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DRAFT

5-23-22

Rocky Mountain Early Childhood Council Provisional ECT waiver

- 1) Short overview of the waiver and its intended purpose
 - a) When we first applied for the waiver in 2019, we were responding to the teacher shortage that was worsening. Our waiver's intent is to provide a pathway to Early Childhood Teacher qualifications that would allow someone who is Assistant Teacher qualified to work as an ECT in the classroom. It provides additional supports from both the program supervisor as well as coaching supports to ensure children are safe and supported.
- 2) How many people participated in the waiver throughout the time it was in place
 - a) Initially, we had 8 applicants and 6 of those successfully became ECT qualified. 2 others ended up leaving employment. Since the pandemic began, we have not had an active applicant.
- 3) What was the impact to families, children and providers in your community
 - a) Getting 6 applicants to the point of full ECT qualifications has been a positive benefit to programs although several of those teachers are no longer working for the programs where they participated in the waiver.
- 4) Were there any unintended consequences or impacts (positive and/or negative) realized while the waiver was in place
 - a) This waiver was definitely worthwhile as a way to get teachers to ECT qualifications. With the changes in the PDIS Credential 3.0, we don't believe this is necessary anymore. We are particularly concerned about how low the standards have been dropped and we have shared these concerns with CDE.
 - b) One unintended outcome initially was that we realized that programs could be on waivers through childcare licensing as well as be able to get up to 2 additional employees on waivers through our program. This was simply a breakdown in communication. By making sure we ask additional questions about programs being on a waiver through the state and making sure the same people know about our waiver, we have been able to eliminate this issue. That being said, it seems that more could potentially be done to show waivers within the Salesforce database so that both licensing specialists and the Council could see easily if other waivers are in place.
- 5) What information or learnings would you like to share with the ECLC and the state departments regarding this particular waived rule or regulation?
 - a) The ability to utilize the waiver process is important overall. There are always exceptions to rules and unique situations that should have a way to be looked at individually to find a way to support programs if it meets the criteria. We are glad that the waiver process exists. If this issue changes again and becomes something that we need to consider for the waiver process, we will consider submitting a new waiver application.

Thank you!

Sincerely,



Stacy Petty, Director

Thank you for joining! We will begin shortly.

ECLC

Early Childhood Leadership Commission

June 23, 2022

9:30 am - 12:30 pm

Google Hangouts



- 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, Introductions & Approve Minutes

Tom Massey

Welcome!



Dr. Floyd Cobb
Colorado Department of Education


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Review Rocky Mountain Early Childhood Council Waiver Closeout

Tom Massey



Welcome Dr. Lisa Roy, Executive Director
Colorado Department of Early Childhood



Early Childhood Workforce Updates & Opportunities

Stephenie Hickman and Angela Ben-Zekry
Office of Early Childhood



Early Childhood Workforce Updates & Opportunities

- Workforce Funding and Stimulus Updates
- Focus on Apprenticeship Models
- Future Planning: Updated Early Childhood Workforce Plan

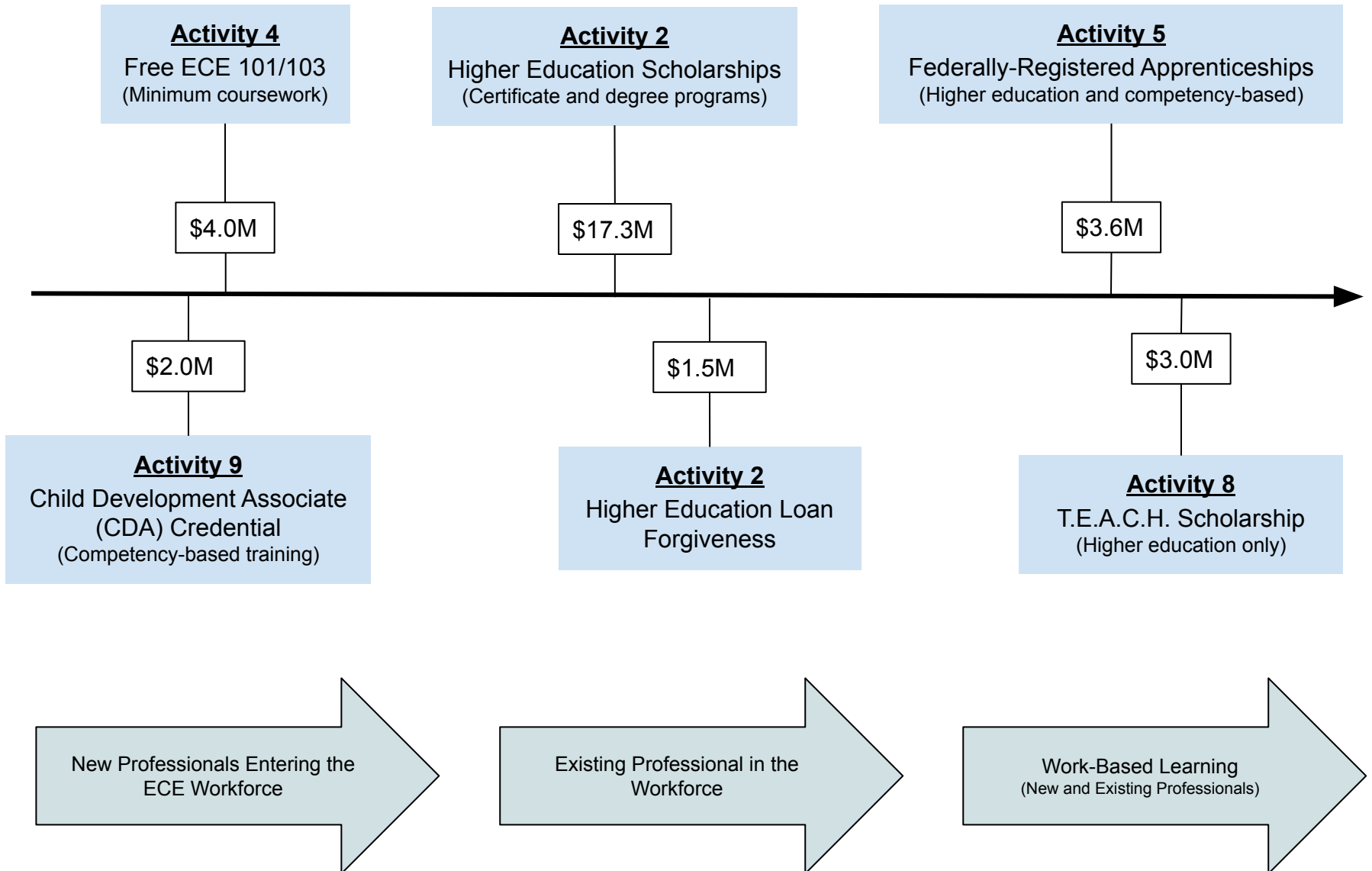
Early Childhood Workforce Updates June 2022

Colorado Office of Early Childhood (OEC)



COLORADO
Office of Early Childhood
Department of Human Services

OEC Stimulus Supports for ECE Workforce



OEC Stimulus Supports for ECE Workforce

Professional Development Support

Activity 2

Reflective Supervision, I/T
Training Series, and other PD for
coaches
(Funding to ECCs)

Activity 6

Teacher Peer Mentorship
(\$561k)

Activity 11

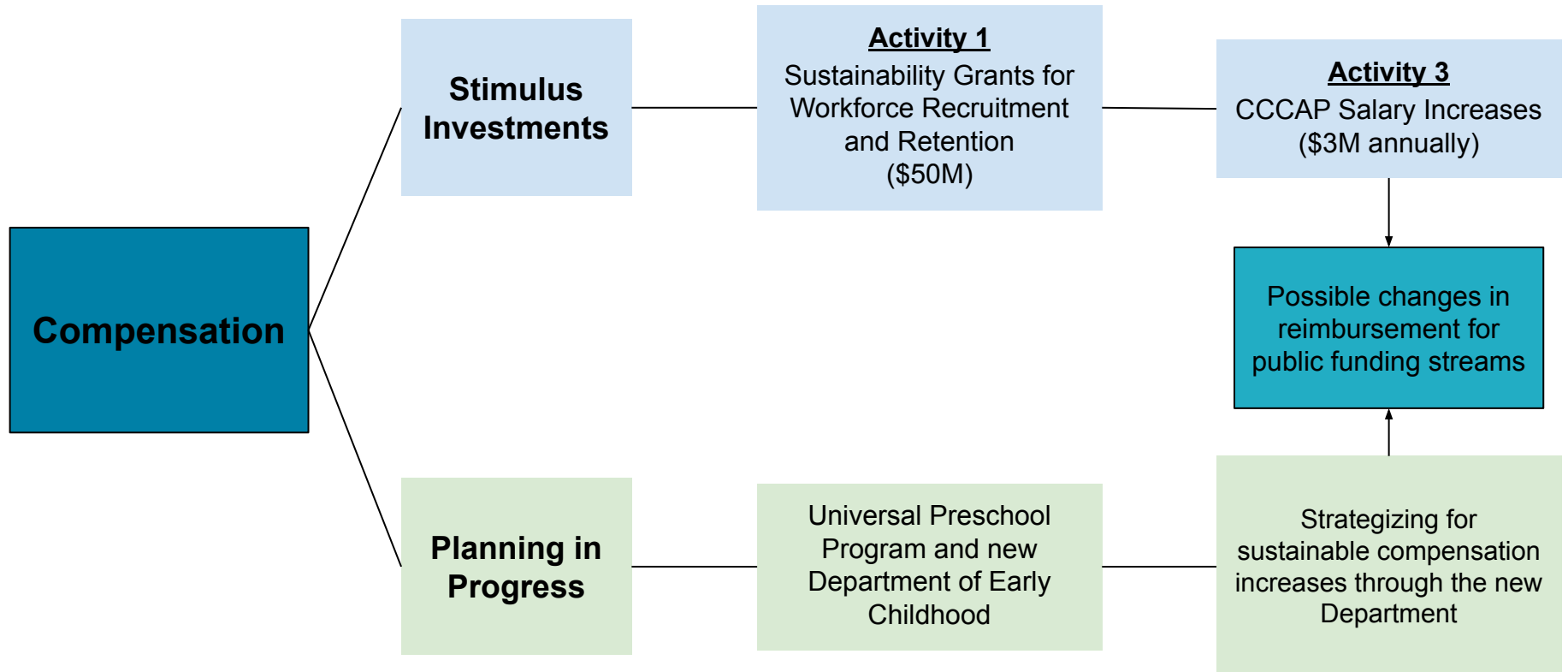
Establish a Substitute Fund
to support placements during
other PD and higher
education opportunities
(\$1.2M)

OEC Stimulus Supports for ECE Workforce

Professional Development Support - PDIS Updates

<u>New Courses</u>	<u>Process and Operations</u>
<p data-bbox="446 715 904 946"><u>Activity 7</u> Free Online Director Training (\$276k)</p> <p data-bbox="807 946 942 989"><small>Note: Published by 9/30/23</small></p>	<p data-bbox="1058 686 1421 975"><u>Activity 12</u> PDIS Workforce Dashboard Modernization (\$200K)</p> <p data-bbox="1373 946 1508 989"><small>Note: Published by 9/30/23</small></p>
<p data-bbox="421 1068 929 1296"><u>Activity 10</u> Online Equity Courses and Translations (\$560K)</p> <p data-bbox="807 1296 942 1339"><small>Note: Published by 9/30/23</small></p>	<p data-bbox="1006 1068 1470 1296"><u>Activity 13</u> PDIS Help Desk and Operations (\$4.7M)</p> <p data-bbox="1383 1296 1508 1339"><small>Note: Funding ends 9/30/24</small></p>

Compensation Conversation



Summary Details: Stimulus Workforce Strategy Updates



[OEC Stimulus Website](#)

<p>Activity 1 - Sustainability Grants for Workforce Retention</p>	<ul style="list-style-type: none"> • Available now for child care programs! • Same application as sustainability grants
<p>Activity 2 - Recruitment and Retention Scholarships</p>	<ul style="list-style-type: none"> • Available now! • Scholarships - contact ECE program chair at a local college or university • Loan forgiveness application closed June 15, 2022, more rounds in 2023 and 2024
<p>Activity 3 - CCCAP Salary Increases</p>	<ul style="list-style-type: none"> • Coming soon! • Should be available in June 2022 • Same vendor making sustainability grant payments
<p>Activity 4 - Free ECE 101 and 103 (or equivalents)</p>	<ul style="list-style-type: none"> • Available now! • FAQ documents here • CDHE website with more information
<p>Activity 5 - Apprenticeship Program</p>	<ul style="list-style-type: none"> • Hired an Apprenticeship Manager at OEC • Contract with Child Care Innovations (RRCC) • UCCS and CMU to kick off summer/fall 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
Fact Sheet](#)

Activity 6 - Teacher Peer Mentorship Program

- OEC hired a Teacher Peer Mentor Training Specialist
- Curriculum under development
- Program will launch summer 2022

Activity 7 - Free Online Director Training

- Under development
- Should launch on PDIS in 2023

Activity 8 - T.E.A.C.H. Scholarships

- Available now!
- [Applications being accepted for Summer 2022](#)

Activity 9 - CDA Support Specialists

- Application available now!
- [Deadlines: Feb. 18, May 20, August 26, 2022](#)
- Funding will be available through September 2023

Activity 10 - Online Equity Courses and Translations

- Under development
- Should launch on PDIS in 2023

Summary Details: Stimulus Workforce Strategy Updates



Family Strengthening

Activity 11 - Establish a Substitute Fund

- Will hire a position to support the implementation
- Position will be posted in summer 2022
- Program will launch late Fall/winter 2022

Activity 12 - PDIS Dashboard Modernization

- [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

Activity 13 - PDIS Help Desk and Operations

- Project underway
- Recently hired new help desk positions to reduce help desk ticket backlog



Access

Access Activity 3 - CIRCLE Grants

- Over 750 applications totaling \$166M in requests
- Will award approximately 200 projects
- Applications for workforce innovations were encouraged!
- Questions? Email circle@earlymilestones.org

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

Employer-Based Child Care	<ul style="list-style-type: none">● \$10 million to construct, remodel, renovate, or retrofit 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 for construction for new child care providers to open or existing child care providers to expand licensed capacity across our state
Recruitment and Retention Scholarships and Grants	<ul style="list-style-type: none">● \$15 million to expand scholarships and loan forgiveness programs● The bill directs that \$5M of the total be directed to support the non-educator workforce for 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 establishes a new FFN Advisory Group and creates a new training and support program
Home Visiting - HIPPY	<ul style="list-style-type: none">● \$1 million to expand home visiting programs

A woman with dark hair, wearing sunglasses and a blue jacket over a patterned shirt, is assisting a young child on a playground structure. The child is wearing a dark polka-dot shirt and is standing on a wooden platform. The background shows other playground equipment and a blurred figure of another person. The entire image has a light blue overlay.

Apprenticeship Partners



Background

- Established 2000 - Support for individuals to become Director Qualified
- Since 2000 have completed over 225 apprentices
- Standards revised 2018 - Support for individuals to become Early Childhood Teacher qualified with a Director path.
- 40% completion rate for Pre Apprenticeship increased from 16%
- Development of Mentor teacher coursework at Red Rocks - for credit



Overview - Developing a Professional

- Individuals 16 and up
- Early Childhood Teacher or Director path
- Pre-Apprenticeship for those not currently working in a child care program
- Wrap around supports for apprentice
- Support for Mentors and Employer Sponsors
- 306 hours of education/4000 hours of experience - previous experience and education accepted.
- Connect with local workforce centers
- Bi-annual raises based on apprentice established goals
- Recruiting up to 100 apprentices Statewide



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Project Overview- Fall 2022 Start

- 2+2 Ba in IECE program completion project
- Support 15-20 apprentices to complete 3rd and 4th year courses while working in licensed ECE programs
- Provide student support, coaching, exam preparation
- Partnering with Joint Initiatives for career navigation and employer support





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Participant Information

- Recruiting participants from Pueblo and El Paso Counties, cohort from Ignacio area
- Target recruitment from Pueblo Community College
- AA, AS, or AAS degree holders ready to complete their BA degree





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Partnership Goals

- Pueblo Community College (state-wide extensions)
- Pikes Peak Community College
- Pueblo area child care centers
- Bayfield/Igancio are child care centers
- Colorado Springs child care centers



Overview - Fall 2022 Start

- **High School (focus) and Adult - up to 25**
- **Stage**
 - **Pre-Apprenticeship at Career Center**
 - **Apprenticeship - College Certificate + Hours**
- **Foundation - Student Teaching**
 - **Mentor Training**
 - **Workforce Support Funding**

Service Area

Western Slope

- **Mesa and Montrose County - High School**
- **Initial Mesa - expand to other Western Slope communities**

Apprentice

- **High School**
 - **Concurrent Tech Scholar - Jr/Sr**
 - **Assistant Teacher and/or Teacher Certificate**
 - **CDA 120 Hour Training**
 - **P-Tech - High School plus up to 2 year**
 - **Assistant Teacher, Teacher, Director Certificate plus AAS degree**
- **Adults**
 - **New to field or Currently employed**

Partners

Workforce

- **School District/CPP/Head Start**
- **Private Facilities/FCCH**

Wrap-Around

- **Workforce Center, Hilltop, CMU/WCCC,
MindSprings, Public Health**



**Questions about
stimulus**



**Plan for the
Early Childhood Workforce Plan**

Early Childhood Workforce 2020 Plan Report & Refresh

CDEC Workforce Plan as
required by [HB22-1295](#)

Strategic Planning for
Implementation of UPK

Compensation Taskforce

Process to create one
Early Childhood
Workforce Plan

[Participate in
stakeholder process](#) to
build the Plan for the
new Department of
Early Childhood

Early Childhood Workforce 2020 Plan Report & Refresh - CDEC Workforce Plan



WHO?

Work with the Early Childhood Workforce Development Subcommittee (authority for workforce under the ECLC)



WHAT?

- Report out on ECWF 2020 Plan
- Workforce data modernization project to better understand our workforce
- Review needs assessments and pandemic surveys with workforce focus
- Review existing surveys around UPK participation
- Create a new Early Childhood Workforce Plan to outline new department goals
- Broaden to include more specific goals for other ECE workforce roles such as home visitors and consultative roles (ECMH, coaches, etc.)



WHEN?

Conducting a “plan” for the Workforce Plan in Spring/summer 2022

Interagency UPK Workforce Strategic Planning

Focus:

Interagency strategic planning to create an increasing pipeline of well-prepared and supported workforce members for Universal Preschool



Compensation

- UPK: living wage, targeted compensation supports, pooled health benefits
- Compensation Task Force

Interagency workgroup members:

Governor's Office – Michael Cooke, Tova Cohen, Amelia Hetherington, and Tammi Hiler
OEC – Stephenie Hickman, Angela Ben-Zekry
CDE – Dr. Colleen O'Neil, Jennifer O'Brien
CDHE - Sondra Ranum



Preparation & Support

- Reduce silos in qualification & preparation requirements
- Reduce barriers for entry
- Strengthen ongoing support

Feedback on the work is being gathered through the ECWD Subcommittee of the ECLC



Communication

- Shared terminology
- Core messages
- Centralized online presence
- Multilingual communications

Compensation Taskforce

Literature Review

- National, state, and local ECE comp strategies
- Wages and benefits offered to other industries (related and unrelated)



Review and Collect Data

- Review existing wage and comp data available in Colorado
- Collect new data to support report



Facilitate Taskforce

- Steering Committee
- Workgroups
- Provider feedback sessions (with compensation for provider participation)

Provide Final Report and Recommendations

- Report findings from literature review and data collection
- Provide recommendations for increasing the compensation and accessing affordable health benefits for individuals in the early childhood workforce (goal of a livable wage)

CDEC Workforce Plan as required by [HB22-1295](#)

Process	<ul style="list-style-type: none">● Build off of the Early Childhood Workforce 2020 Plan● Balance need to maintain and grow infant/toddler workforce while also growing UPK workforce● Identify a runway for programs/professionals to meet UPK qualifications● Simplify Early Childhood Professional Credential process● Adopt major recommendations from Compensation Taskforce
Goals	<ul style="list-style-type: none">● Build in accountability for the new Department of Early Childhood and related partners● Obtain endorsement for the new Early Childhood Workforce Plan from ECLC (via initial recommendation from ECWD Subcommittee)



**We want to hear
from you...**

Meg Franko



COLORADO
Department of Human Services

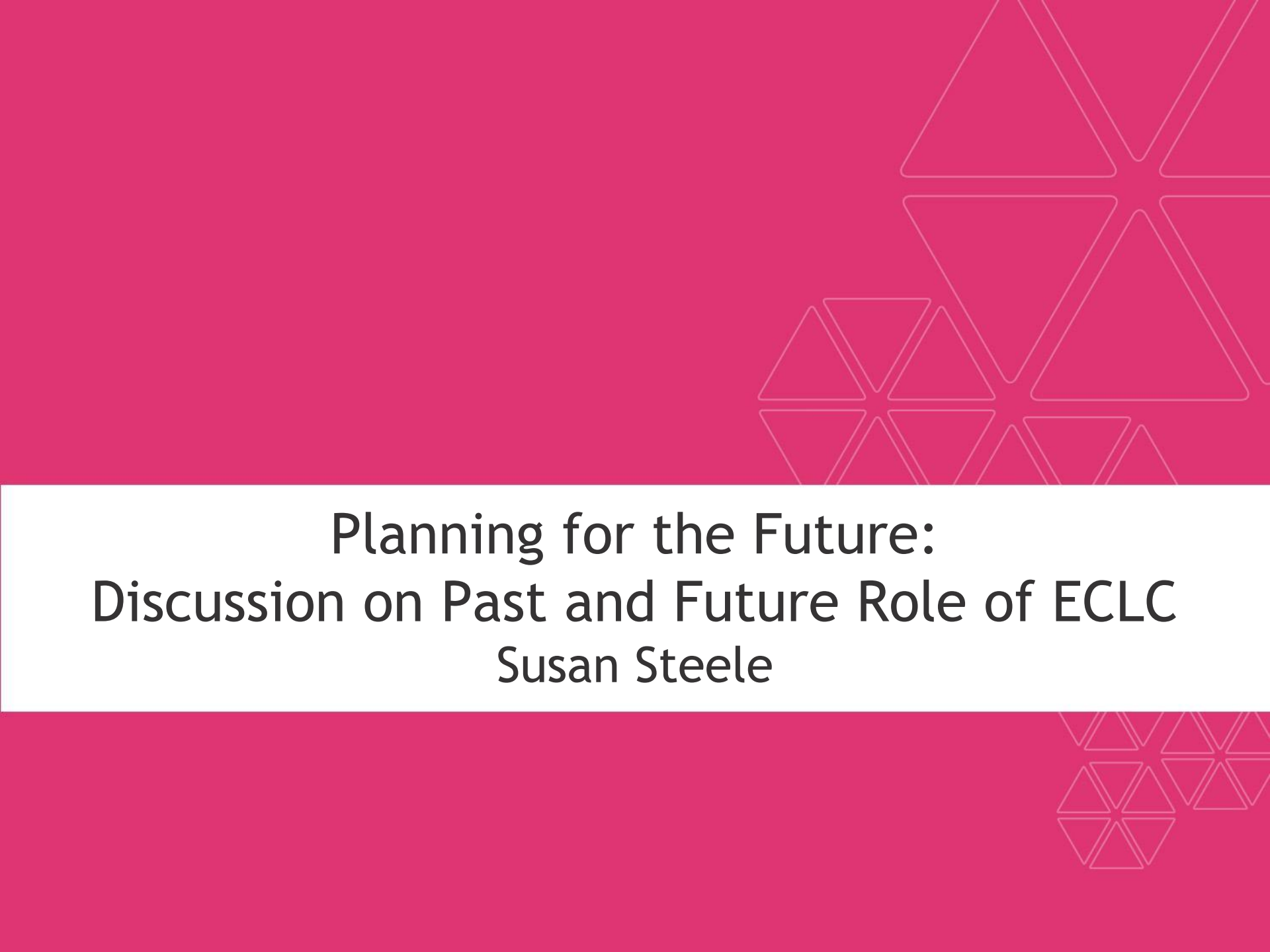


Break



Public Comment

Susan Steele



Planning for the Future:
Discussion on Past and Future Role of ECLC
Susan Steele

Planning for the Future: Discussion on Past and Future Role of ECLC

- What has gone well over the past year that we should continue?
- What was important about the role the ECLC played over the past year or two? What role or function made the biggest difference?
- What ideas do you have that could make our time and work together more productive? What might we do differently?



Discuss Opportunity to Update the
Early Childhood Colorado Framework

Pamela Harris

Strategies for Action

- Connect and Empower Families
- Build Community Capacity
- Implement Quality Standards
- Make Data Informed Decisions
- Develop and Retain the Workforce
- Support Consumer Affordability
- Advance Sustainable Business Practices
- Encourage Public Private Approaches
- Pursue Continuous Quality Improvement
- Ensure Coordinated Services
- Promote and Share Knowledge

Fundamentals

- Strong Partnerships
- Sufficient Investments
- Sound Policy
- Robust Public Engagement
- Shared Accountability
- Effective Leadership
- Relevant Education Opportunities

Outcomes ► access, quality and equity

 Family Support & Education  Health & Well-Being  Learning & Development

ACCESS

- Family engagement and leadership opportunities exist within programs, schools and communities
- Services and supports promote the well-being and resiliency of parents and caregivers
- Family friendly policies and practices exist in the workplace

- Comprehensive health coverage and services are consistently utilized by pregnant women and children
- Integrated and preventive maternal and child physical, behavioral and oral health services are available
- All settings promote mental health and well-being through early identification, consultation and treatment

- Education, coaching and ongoing training exist for caregivers, teachers and other professionals
- Learning experiences and environments are high quality, developmentally appropriate and affordable

QUALITY

- Family knowledge and capacity support children's healthy development and learning
- Families advocate for high quality comprehensive services and supports that lead to future success

- All health care providers, including mental health, deliver coordinated, family focused care
- Settings and practices promote strong relationships, social and emotional development, appropriate nutrition and physical activity

- Formal and informal care environments and education practices reach the highest levels of quality
- Adults understand and support children's learning and development, including social and emotional
- All settings provide effective transitions across and within programs, schools and systems

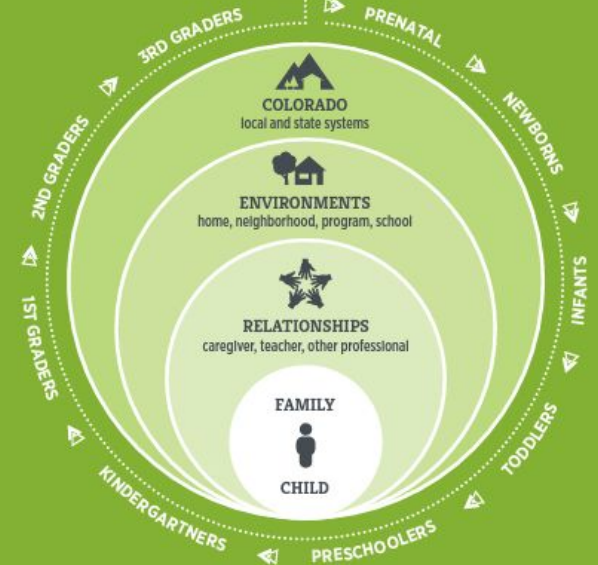
EQUITY

- Education, employment, housing, financial and legal supports contribute to family economic security
- Families, including those with high needs, experience timely and coordinated services and supports

- Families have the ability to plan the number and timing of their children
- All environments are safe, free of toxins, have affordable foods and offer physical activity
- Children with special health, behavioral or developmental needs receive individualized services and supports

- All children are ready for school and achieving by 3rd grade regardless of ability, race, place, income, language and culture
- Children, including those with high needs, receive timely, comprehensive and affordable academic services and transition supports

all children are valued, healthy and thriving



Results



CHILD

Young children reach their developmental potential and are ready to succeed in school and in life



ENVIRONMENTS

Environments that impact children are safe, stable and supportive




RELATIONSHIPS

Adults are knowledgeable, responsive and interact effectively with and on behalf of children



COLORADO

Localities and the state attain economic and social benefits by prioritizing children and families



Sharing Goodbyes and Appreciations

Pamela Harris and Commissioners



Remembering
Mrs. Gerie Grimes

thank
you!

Ryan Beiser

Ida Rhodes

Susan Steele

Thank you Commissioners!



Co-Chairs' Next Steps, Final Thoughts & Adjourn

Pamela Harris

ECLC

Early Childhood Leadership Commission

Next Meeting:

August 25, 2022

9:30 am - 12:30 pm



Thank you!