# ECLC
## Early Childhood Leadership Commission

**Thursday, December 19, 2019**
**9:30 am – 12:30 pm**
**Health Care Policy & Financing: 303 East 17th Avenue, Denver**
**11th Floor Conference Room**
**Join the Conference Call: 515-606-5125 Code: 690666#**
**Please join my meeting from your computer, tablet or**
**smartphone. https://global.gotomeeting.com/join/794714261**

Meeting Objectives:
- Approve Meeting Minutes from October 24, 2019 Meeting
- Vote on the PDG Strategic Action Plan
- Hear updates on the Early Childhood Professional Development Advisory Working Group
- Discuss Early Childhood Legislative Updates
- Learn about the Colorado Prevention Partnership
- Hear updates on Early Childhood Council Waivers
- Hear from the Early Childhood Community during Public Comment

| | |
|---|---|
| 9:30-9:40am | Welcome & Business Meeting (Elsa Holguín)<br>ACTION: Approval of October 24, 2019 Meeting Minutes |
| 9:40-10:10am | Preschool Development Grant Birth through Five (PDG B-5) Strategic Plan (Lindsey Dorneman)<br>ACTION: Vote on PDG Strategic Plan |
| 10:10-10:40pm | Early Childhood Professional Development Advisory (ECPD) Working Group Update (ECPD Co-Chairs) |
| 10:40-10:50am | Updates from the Governor's Office (Scott Groginsky) |
| 10:50-11:20am | Legislative Updates (Bill Jaeger) |
| 11:20-11:30am | Public Comment & Commissioner Updates (Tom Massey)<br>• Senate Bill 19-063 Final Report (Mary Anne Snyder) |
| 11:30-11:50am | Colorado Partnership for Thriving Families (Frank Alexander and Kendra Dunn) |
| 11:50-12:10am | Subcommittee Updates<br>• Program Quality and Alignment Subcommittee<br>• Data Subcommittee<br>   o Draft Recommendation Regarding Changes In Report of KRA Data<br>• Communications Subcommittee |
| 12:10-12:25pm | Early Childhood Council Waivers<br>• Rocky Mountain Early Childhood Council (Stacy Petty) |
| 12:25-12:30pm | Co-Chairs' Final Thoughts and Adjourn (Susan Steele) |

ECLC 2020 Meeting Schedule

- February 27, 2020
- April 23, 2020
- June 25, 2020
- August 27, 2020
- October 22, 2020
- December 17, 2020

---

*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 Meetings:**

The next **ECLC Meeting** will be held on February 27, 2020 at Health Care Policy & Financing at 303 East 17th Ave, Denver, 11th Floor Conference Room

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

**Early Childhood Leadership Commission Minutes**
**Thursday, October 24, 2019**
**9:30 am – 12:30 pm**
**Health Care Policy and Financing**
**303 East 17th Ave, Denver, CO**
**Join the Conference Call: 515-606-5125 Code: 690666**

Meeting Objectives:
- Approve Meeting Minutes from August 22, 2019 Meeting
- Discuss the Colorado Workforce Development Council, Education Career Pathways
- Review Updates on Senate Bill 19-063
- Listen to a Recap of Colorado Project LAUNCH and Discuss Lessons Learned
- Discuss the Preschool Development Grant (PDG
- Hear from the Early Childhood Community during Public Comment

**Attendees:**
Elsa Holguín, Melissa Colsman, Mary Anne Snyder, Susan Steele,  Tom Massey, Jehan Benton- Clark (phone), Gerri Gomez Howard, Kristina Heyl, Amanda Pelletier, Kate Reinemund, Pamela Harris, Jeanne McQueeney, Sue Renner (phone), Heather Craiglow, Ida Rhodes, Jai Scott, Ryan Beiser, Carrie Cortiglio

Welcome and Business Meeting
Elsa Holguín called the meeting to order at 9:33am. She welcomed new Commissioners and asked for introductions from the Commissioners and the audience of early childhood stakeholders. She then reviewed the meeting objectives with the group.

Approval of December 13, 2018 Meeting Minutes
Elsa Holguín called for a motion to approve the minutes from the August 22, 2019 meeting. Heather Craiglow moved to approve the minutes as distributed, Jeanne McQueeney seconded the motion; the minutes were approved by unanimous voice vote.

Colorado Workforce Development Council: Education Career Pathways
Melissa Martin shared that version one of the Career Pathways Map for Early Childhood is complete. She stated that she worked with the Early Childhood Professional Development (ECPD) Advisory Working group of the ECLC,  and subject matter expert groups, used survey, and talked to small group to develop the Map and that they have worked to align with the Colorado Early Childhood Workforce 2020 Plan. The Map has critical occupations that were identified at the entry, mid, and advanced levels. The Map is user friendly for a 14 year old and the goal is to be easy for someone with no early childhood experience to understand how to get into the field. The Map is available on the My Colorado Journey website under the Careers in Colorado page. Melissa shared key findings from the study and mapping of the early childhood field:
1. Elevate and communicate the value of the industry
2. ECE, K-12, and Postsecondary systems alignment
3. Financial considerations
4. Educator talent pipeline shortages
5. Credential/qualifications clarification opportunity

Their next steps will be to continue to work in the education field for the next year and continue outreach to share the Map and the My Colorado Journey website.

Young Child Wellness Council: Colorado Project LAUNCH Recap
Phuonglan Nguyen & Katherine Casillas shared a project recap of Colorado Project LAUNCH. They discussed the strategies and areas in which Project LAUNCH worked to enhance including workforce development,

public education, infrastructure and system building, early childhood mental health and screening-referral services.  She discussed results from the project including increased family engagement, advocacy and capacity building for family partners. Katherine discussed lessons learned from Project LAUNCH. They thanked all the partners of the work including the OEC, CDPHE, ECPAC and CU Anschutz Medical campus.

Subcommittee Updates
**Program Quality and Alignment Subcommittee:** Melissa Colsman shared that the Program Quality and Alignment Subcommittee continues to meet monthly to advise the Preschool Development Grant (PDG).

**Data Subcommittee:**  Charlotte Brantley shared the Data Subcommittee is working on drafting recommendations on understanding what children need to be ready for kindergarten. The Data Subcommittee has already started to do a deep dive into understanding the current landscape and are hopeful that they can bring suggestions to the ECLC and ultimately bring recommendations forward. Charlotte also shared the final report of the *Areas of Opportunity- Monitoring Progress* based on the indicators seeded by the subcommittee to track each Area of Opportunity. She thanked Heather Matthews and the subcommittee for their hard work creating the report.

**Communication Subcommittee**: Tom Massey shared that the Subcommittee had a presentation from the Preschool Development Grant (PDG) communication vendor SE2 leading the Maximizing Parent Choice and Knowledge activity where they discussed their initial findings from their stakeholder process. He also said the Subcommittee discussed how to share out the *Communication Guidelines* document.

Updates from the Governor's Office
Scott Groginsky shared that a Universal Preschool initiative is still in planning phase and that this is an opportunity for significant expansion of quality early childhood. He discussed that the Governor's Office is looking at the possibility of a ballot measure. The Governor's Office will have a process for input and there are a lot of key issues that need to be worked out that will need stakeholder engagement. He stated that the Governor's Office is forming a Preschool4All- coalition and information will be going out soon to join. He discussed challenges to Universal Preschool including infrastructure, workforce and ensuring a mixed delivery system. The Office is working with Colorado Children's Campaign and Women's Foundation to address the early childhood workforce challenges. Scott stated that the Governor's Office is supports the birth to five context in general which includes; infant and toddler care, home visiting and three year old supports. Lastly, he noted that the Governor's Office budget will be released Nov 1.

Public Comment & Commissioner Updates
**2020 Census Updates:** Heather Craiglow shared an update on the Early Childhood subset of the Colorado Complete Count Education and Youth Subcommittee.  Heather stated that canvasing for the 2020 Census has begun. She also said that mailing of the Census forms will begin March 12, 2020.  Forms can be completed electronically or by phone or individuals can request a paper survey. If an individual does not complete the form then in May 2020, then door to door follow ups will happen to those who have not completed the form. She shared that fraud and security are top priority for Census 2020 and that census.gov has tips to help prevent fraud.

Heather Craiglow also noted that the Colorado Early Childhood Screening and Referral Policy Council is holding a three part webinar series diving into the security laws that govern children's data and information starting on October 30, 2019.

Senate Bill 19-063 Updates
Amanda Pelletier shared an overview of the OEC and ECLC implementation process of Senate Bill 19-063, including an overview of the legislation and stakeholder engagement process. This bill requires the

Department of Human Services, in consultation with ECLC and various stakeholders, to study the reasons for, and draft a Strategic Action Plan addressing, the declining availability of family child care homes and infant child care. That Strategic Action Plan is to be submitted to the legislature by December 1, 2019. Kristen shared an overview of the five buckets of recommendations from the small stakeholder working group and an example of some of the strategies for each recommendation.

PDG B-5 Needs Assessment, Strategic Plan, and Renewal Grant
Lindsey Dorneman reminded the group that the PDG is a $ 5.8 million grant from the U.S. Department of Health & Human Services' Administration for Children & Families. The purpose of the grant is to fund states to conduct a comprehensive statewide birth through five needs assessment followed by in-depth strategic planning, while enhancing parent choice and expanding access to the current mixed delivery system. She shared a timeline of the Grant implementation, stating that the last few months have been focused on the Needs Assessment and Strategic Plan stakeholder engagement process. October is focused on analyzing data and developing recommendations. Lindsey stated that due to timing of the grant, they are engaged in planning, implementation, and reapplication concurrently. Lindsey shared a sample of the stakeholder outreach; collectively, more than 8,000 inputs have been received, more than 4,900 from families. Lindsey stated that the funding announcement for the Preschool Development Grant (PDG) years 2-4 was released and the application for funding is due November 5, 2019.  Colorado is eligible to request up to $12. 5 million per year, per the three year grant period. Lindsey discussed the PDG six goals: align and coordinate systems, innovate service delivery, maximize parent choice and knowledge, increase meaningful and equitable access, strengthen small business practices, and improve quality of the early childhood care and education environments and the workforce.

Department Updates
**Colorado Department of Health Care Policy and Financing (HCPF)**
Tom Massey stated that Department bills are being finalized right now; that are working in collaboration with  other departments including the Office of Saving People Money in Health Care, Division of Insurance, and others.  Tom should be able to share their legislative agenda at the next meeting. Tom discussed that a few years ago; the Department started a Membership Advisory Council, which gathers inputs from clients. Tom was able to sit in on the Family Voice Council, a similar type of panel from CDHS, which provides an opportunity to receive input from the families receiving services.  HCPF is considering how they can collaborate and learn from the group to enhance and support the Membership Advisory Council.

**Colorado Department of Human Services (CDHS) Office of Early Childhood (OEC) Updates**
Mary Anne stated that the Office is working on budget and legislative initiatives; the budget will be announced November 1 from the Governor.  She shared that the PDG work is taking a lot of staff time and effort. The Office is tracking the ECSRLC bills: public awareness campaign on child care, FFN and awareness; mental health consultation bill (strongly supported by the OEC);a quality bill, which enhances and provides additional support to the system; and workforce recruitment and retention supports.  Mary Alice Cohen shared that the Division of Community Family Support continues to work on school readiness work plans for each of the programs in the division and tying them to indicators related to school readiness.  She shared that there is a lot of momentum around early childhood mental health, with partners coming together to support and build the system.  Mary Alice encouraged people to review the bill proposed through the ECSRLC.

**Colorado Department of Public Health and Environment (CDPHE)** - Carrie Cortiglio shared that CDPHE was asked to do a literature review on paid family medical leave; they submitted a report to DOLA's family paid leave implementation task force.  CDPHE provided a comprehensive review to the task force on October 1; Kristina will share with the group.  Carrie discussed some of the highlights including health benefits to both moms and babies with paid leave, including health, better access to well-baby checkups, and longer breast-feeding.  It includes economic studies as well as examples of what others are doing in the country.  CDPHE

will also be doing work with the WIC program to do data matching with CDHS and HCPF to look at eligibililty and uptake of programs including WIC, SNAP and/or Medicaid.

**Colorado Department of Higher Education (CDHE)** - Brittany Lane shared that as a result of legislation last year, there is a new program around loan forgiveness for teachers starting this academic year. Teachers can receive up to $5k for up to 5 years for working in rural areas, statewide content shortages, and then open to all teachers if spots are still available. She stated that the application is open on the CDHE website.

**Colorado Department of Education (CDE)-** Melissa Colsman stated that CDE Is working on the CPP annual legislative report; they are again seeing data that kids with CPP are retained less, have better outcomes, and have less reading deficiencies. CDE is also working on collecting Colorado READ Act data. This November, the State Board of Education will be rulemaking around teacher training in evidence-based reading; this will likely be a big change for what educators are expected to know. CDE is working on a variety of ways to provide that training.

Co-Chairs' Final Thoughts and Adjourn
Amanda Pelletier will send out ECLC meeting calendar invites for 2020.

Tom Massey mentioned that state agencies have worked hard to collaborate, and that hasn't always been the case; it's exciting to see everyone at the table working together, and to also see the data that is supporting these efforts.

Susan Steele appreciated the great ideas and conversation today; she hoped to build more opportunities to be able to allow for discussion and share knowledge from the people in the room.

The meeting was adjourned at 12:34 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._

For information about future meeting dates, times and locations, visit[www.earlychildhoodcolorado.org.](www.earlychildhoodcolorado.org)

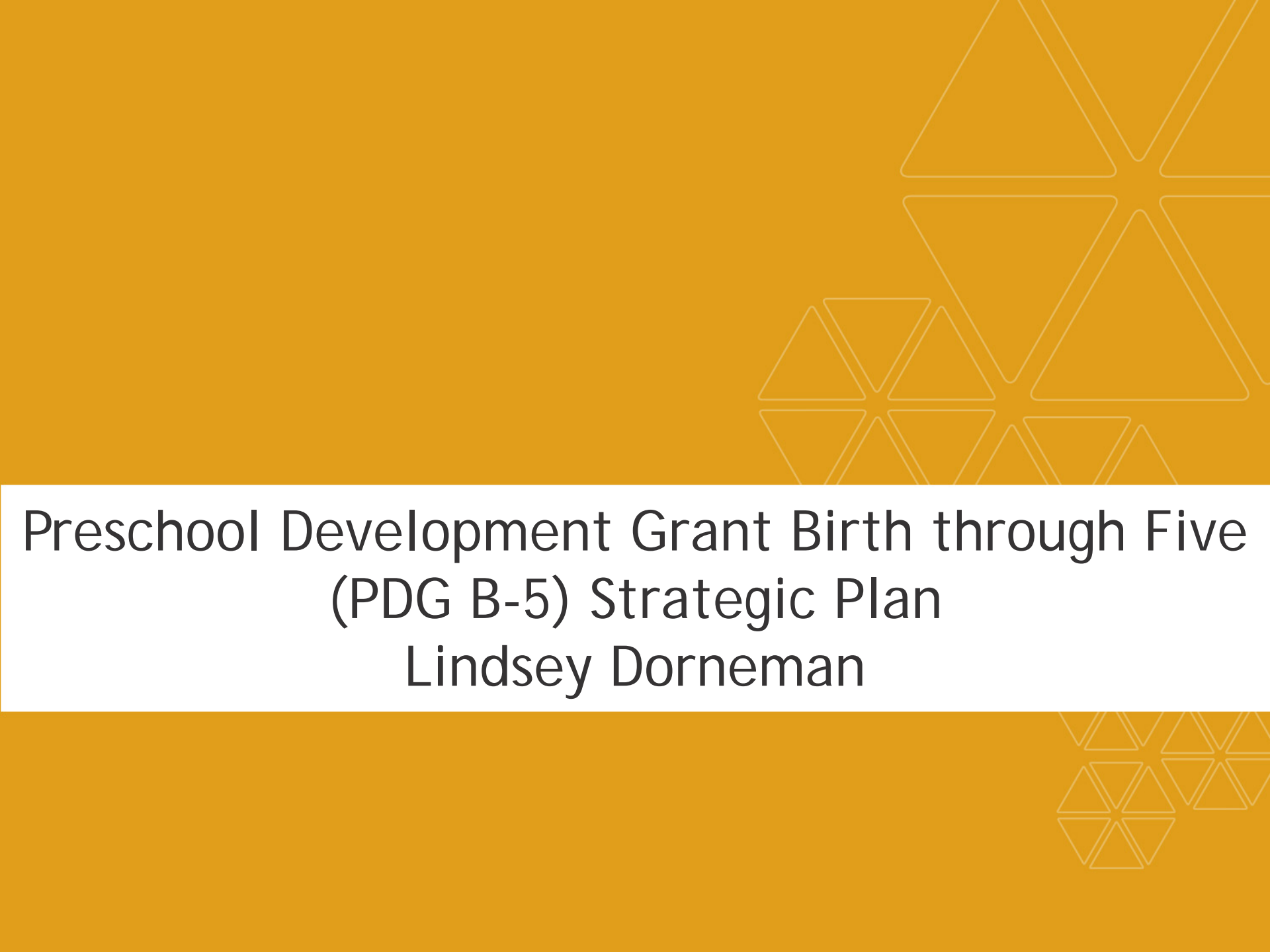# Welcome and Introductions

# Business Meeting

- Review Meeting Objectives

- Approve October 24, 2019 Meeting Minutes

# Preschool Development Grant Birth through Five (PDG B-5) Strategic Plan
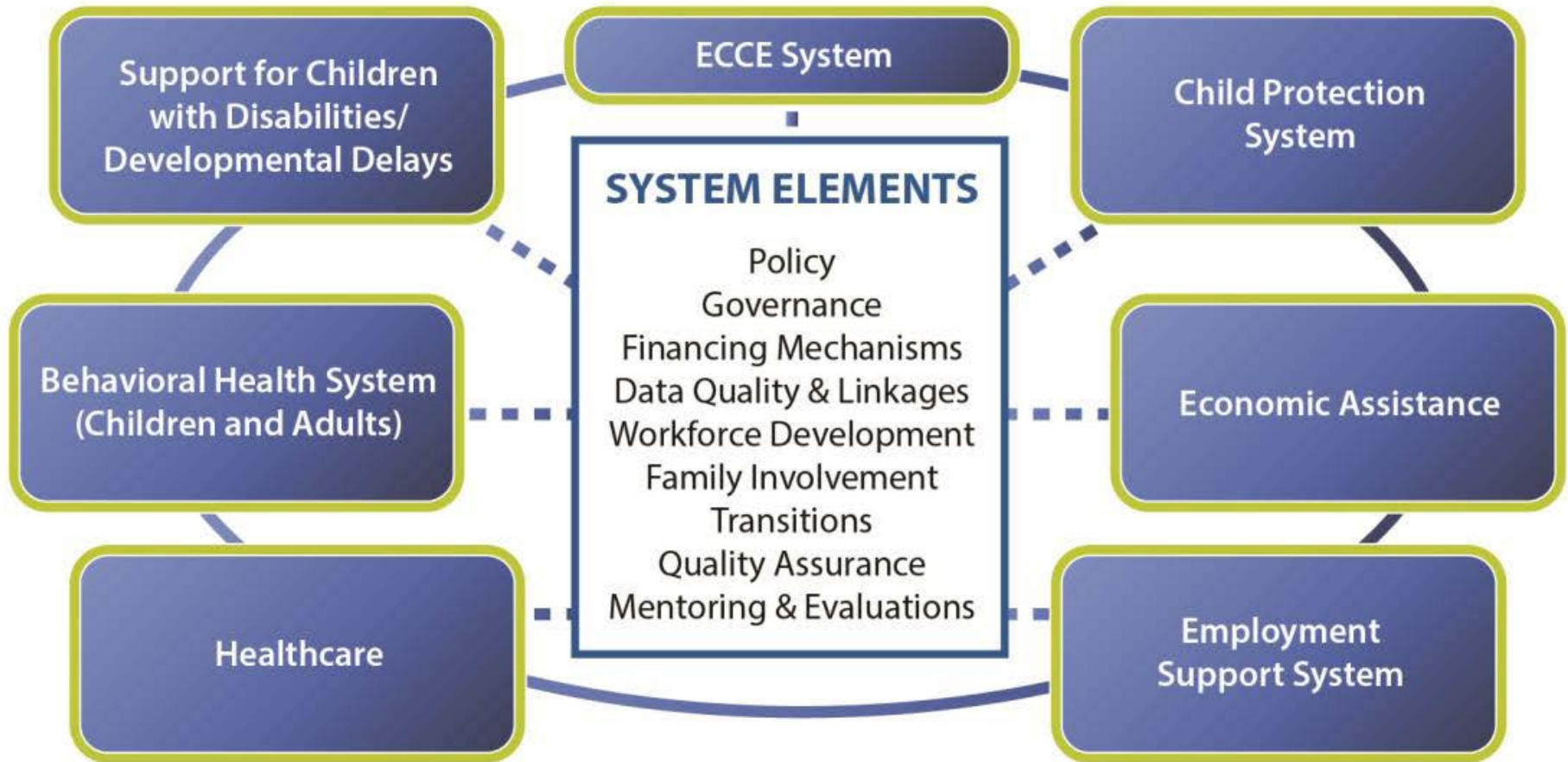Lindsey Dorneman

# COLORADO SHINES BRIGHTER

Ensuring all Colorado children are ready for school when entering kindergarten.

COLORADO
SHINES
BRIGHTER

# Grant Purpose

# Needs Assessment Requirements

1. Definitions.
2. Describe the populations of children who are vulnerable or underserved, and children in rural areas.
3. Identify the unduplicated number of children being served in existing programs and the unduplicated number of children awaiting service in such programs.
4. Identify the current quality and availability of ECE.
5. Identify gaps in data or research about the quality and availability of programming and supports for children B-5.
6. Describe the gaps in data or research that are most important for the state to fill in order to meet the goals of supporting collaboration between programs and services and maximizing parental choice.
7. Describe current measurable indicators of progress that align with the state's vision and desired outcomes.
8. Describe key concerns or issues related to ECE facilities.
9. Identify barriers to the funding and provision of high-quality ECE services and supports, and identify opportunities for more efficient use of resources.
10. Describe transition supports and gaps that affect how children move between ECE programs and school entry.
11. Describe polices and practices that support system integration and interagency collaboration.

# Parent Survey: Demographics

| Weighting Variable | Value | Unweighted Responses | Weighted Responses |
|---|---|---|---|
| Parent Age | Under 18 | 14 | 16 |
| | 18 to 24 | 162 | 197 |
| | 25 to 34 | 1,581 | 1,553 |
| | 35 to 44 | 1,421 | 1,432 |
| | 45 to 54 | 179 | 169 |
| | 55 to 64 | 32 | 28 |
| | 65 to 74 | 12 | 8 |
| | 75 to 84 | 3 | 2 |
| Race and Ethnicity | White | 2,389 | 2,109 |
| | Hispanic | 621 | 902 |
| | Other Race | 390 | 390 |
| Region | Metro Area | 1,604 | 1,987 |
| | Central | 455 | 512 |
| | East | 522 | 465 |
| | Mountain | 335 | 191 |
| | Southeast | 296 | 137 |
| | Southwest | 192 | 113 |

# Parent Survey: Key Populations

| | Key Populations | Survey Respondents (Weighted) |
|---|---|---|
| **Parent(s) or Primary Guardian(s)** | Working parents and primary caregivers | 75% |
| | Household income < $30,000/year | 22% |
| | Household income under $50,000/year | 38% |
| | Recipient of SNAP, WIC, or TANF benefits | 22% |
| | Active in the military | 2% |
| | Under 18 years of age | 1% |
| | Employed as a migrant worker | 1% |
| | Experiencing homelessness or at risk of becoming homeless | 4% |
| **Child(ren)** | Lives in a home where English is not the main language spoken | 10% |
| | Special health care needs (such as food allergies, asthma, diabetes, takes prescribed medication, etc.) | 12% |
| | Has a disability, identified developmental concern, or behavioral health issue | 14% |
| | Has been involved in the child welfare system (including foster care placement) | 4% |
| | Tribal member or reside on tribal lands | 1% |

# 12 Opportunities for Colorado's Early Childhood System

1. Increase Availability of Affordable, Convenient, and Quality Care, Especially for Infants and Toddlers

2. Engage Stakeholders to Provide More Equitable and Culturally Relevant Care

3. Increase Inclusivity and Access for Children with Special Needs

4. Continue Investing in Quality Enhancing Professional Development Opportunities and Supports across the ECE Landscape, including Workforce Recruitment and Retention

5. Continue to Engage Stakeholders in the Development of a Diverse Early Childhood Workforce

6. Increase Provider Supports and Knowledge around Child Care Licensing, and Develop and Provide Essential Business Supports for Child Care Providers

# 12 Opportunities for Colorado's Early Childhood System

7. Centralize and Increase Parent Access to Early Childhood Information

8. Increase Transition Knowledge and Associated Supports

9. Expand Access to Early Childhood Mental Health Consultation Services

10. Invest in Rural Outreach

11. Integrate Disparate Data Sources

12. Enhance Cross-sector Collaboration to Build Data Systems that Support Coordinated Care and Capture Long Term Outcomes

# Future Needs Assessment Topics

- **Parent choice.** Colorado should test levels of knowledge and understanding, and include a broader demographic reach, to allow for greater refinement of parent preferences by income, geography, race, and ethnicity.

- **Availability of formal child care.** Colorado needs a better understanding of seemingly simple issues like how many child care slots are available in licensed child care facilities at any point in time, in which communities, and for which ages.

- **Availability of infant and toddler child care.** Colorado should continue to explore the policy levers and investments that are necessary to increase the availability of these much-needed services.

- **Capturing long term outcomes.** Future work is needed to understand the interconnectedness of the state's early childhood system and to better demonstrate its benefits.

# Strategic Plan Requirements

1. Identify the full range of stakeholders meaningfully impacted by the work and how these stakeholders were engaged in the strategic plan development/updates.
2. Clearly lay out a plan with goals and action steps that establish a comprehensive ECE system.
3. Identify the partnerships, collaborations, coordination, and quality improvement activities that will be used to leverage policy alignments and program quality and service delivery across ECE settings in the birth through five (B-5) system.
4. Identify activities that address improving transitions of children from ECE programs into elementary schools.
5. Delineate how the plan will build on and support improved coordination and collaboration among ECE programs.
6. Provide a strong framework for laying out how the state will increase the overall participation of children in high-quality ECE programs, services, and settings within and across a mixed-delivery system.
7. Assess current federal, state, and local statutory requirements and identify any potential barriers or roadblocks that these requirements put on future coordination.
8. Identify how the state will use indicator data to assess progress, assess key desired outcomes, inform cost and resource efficiency, and support continuous quality improvement.
9. Describe how the state will continue to involve the State Advisory Council in the implementation of the strategic plan.

# Needs Assessment Alignment

**GOALS**

1. Align and Coordinate Systems
2. Innovate Service Delivery
3. Maximize Family Knowledge and Engagement
4. Increase Meaningful and Equitable Access
5. Strengthen Business Practices
6. Improve the Quality of ECE Environments and the Workforce

| 12 Opportunities for CO's Early Childhood System | 1 | 2 | 3 | 4 | 5 | 6 |
|---|---|---|---|---|---|---|
| 1. Increase Availability of Affordable, Convenient, and Quality Care, Especially for Infants and Toddlers | X | | | | | X |
| 2. Engage Stakeholders to Provide More Equitable and Culturally Relevant Care | | X | | X | | X |
| 3. Increase Inclusivity and Access for Children with Special Needs | | | | X | | |
| 4. Continue Investing in Quality Enhancing Professional Development Opportunities and Supports across the Early Care and Education Landscape, including Workforce Recruitment and Retention | | | | | | X |
| 5. Continue to Engage Stakeholders in the Development of a Diverse Workforce | | | | | X | X |
| 6. Increase Provider Supports and Knowledge around Child Care Licensing, and Develop and Provide Essential Business Supports for Child Care Providers | | X | | | x | |
| 7. Centralize and Increase Parent Access to Early Childhood Information | X | | X | | | |
| 8. Increase Transition Knowledge and Associated Supports | | | X | X | | |
| 9. Expand Access to Early Childhood Mental Health Consultation Services | | X | X | X | | X |
| 10. Invest in Rural Outreach | | X | | X | X | |
| 11. Integrate Disparate Data Sources | X | | | | | |
| 12. Enhance Cross-sector Collaboration to Build Data Systems that Support Coordinated Care and Capture Long Term Outcomes | X | | | | | |

# Strategic Plan and Renewal Grant

| ACTIVITY | TIMELINE | IMPLEMENTATION LEADS | APPROACH | CONTEXT |
|---|---|---|---|---|
| Statewide Birth through Five Strategic Plan (Roadmap) | 5 years<br><br>2020-2025 | Multiple Partners: Governor's Office, State and Local Agencies, ECLC, Other Stakeholders | Needs Assessment<br><br>Family and Stakeholder Engagement | Early Childhood Colorado Framework<br><br>State Landscape |
| PDG B-5 Renewal Grant (Funding) | 3 years<br><br>2020-2022 | Colorado Department of Human Services | Needs Assessment<br><br>Family and Stakeholder Engagement | Initial Grant Activities<br><br>Scoring Criterial |

# Goal 1: Align and Coordinate Systems

- 1.1.5 Explore barriers and strategies to implementing a unique child identifier to enable data informed decisions concerning child outcomes

-

- 1.1.6 Utilize data to identify opportunities for supporting the broader early childhood workforce, including home visitors, coaches, and early childhood mental health consultation (ECMHC) professionals

- 1.2.3 Promote integrated and preventative maternal and child physical, behavioral, and oral health, exploring current models including Head Start and the maternal and child health priorities of the Colorado Department of Public Health and Environment

- 1.2.5 Determine core early childhood and family support services to be made available in each county and create a plan to address current gaps

- 1.2.6 Enhance ongoing coordination and collaboration across state agencies including the Colorado Departments of Human Services (CDHS), Education (CDE), Public Health and Environment (CDPHE), and Health Care Policy and Financing (HCPF)

# Goal 3: Maximize Family Knowledge, Engagement, and Support

- 3.1.5 Implement a "no wrong door" statewide parent awareness and engagement campaign, and coordinate across systems to ensure tools and practices to support "no wrong door" are in place

- 3.1.7 Investigate families' attitudes and decision-making around choosing ECE programs

- 3.2.1 Explore opportunities for the Early Childhood Leadership Commission (ECLC) to lead specific strategies with a focus on incorporating input from families and front-line professionals, such as formal (licensed) and informal (license-exempt) ECE, K-3, ECMHC, and home visitation professionals

- 3.3.2 Build the capacity of local ECCs to engage family leaders, including consultation and engagement with local FRCs and Head Start programs

# Goal 4: Increase Meaningful and Equitable Access

- 4.1.1 Increase the availability of developmental screening and referral processes in appropriate EC settings

- 4.1.4 Explore opportunities to increase access to mixed-delivery ECE with an emphasis on serving infants and toddlers

- 4.1.5 Develop a policy analysis tool to examine how current and future programs and policies affect the availability of, or could prioritize funding for, infant care, with an focus on dual language learners, families living in poverty, families living in rural areas, and families who have children with special health or developmental needs

- 4.1.6 Explore the potential of cross-training on ECE regulatory and policy changes with CDHS, ECCs, local regulatory entities, the Office of Economic Development, and professional associations

- 4.1.7 Equip local and state business leaders and business support organizations with resources and knowledge to support ECE through the possibility of public-private partnerships

- 4.2.2 Expand and enhance affordable mixed-delivery pre-kindergarten for all Colorado 4-year-olds

- 4.2.3 Analyze eligibility and family income thresholds to ensure equitable access to multiple services for families with young children

# Goal 5: Strengthen Business Practices

- 5.1.1 Explore how business consultants/navigators could address specific challenges to ECE pre-licensing and start-up requirements, and support starting and maintaining sound businesses with livable and sustainable wages

- 5.1.3 Study and implement financing strategies to incentivize weekend and off-hours ECE and ECE for children with special health or developmental needs

- 5.1.6 Study the effect of local regulations on the availability of formal (licensed) infant and toddler ECE and family ECE homes

# Goal 6: Improve Quality

- 6.2.4 Explore reciprocity in credentials and licensures across states, beginning with those in Region VIII, and between countries, beginning with those countries with populations most present in Colorado, and provide supports for transcript review and other approval processes

- 6.2.7 Explore strategies to ensure worthy and livable compensation for ECE professionals

# Questions?

- ColoradoOfficeOfEarlyChildhood.force.com/oec/pdgb-5
  - Project updates
  - Meetings and webinar recordings
  - Newsletter sign-up form

- Contact
  - CDHS_PDG@state.co.us
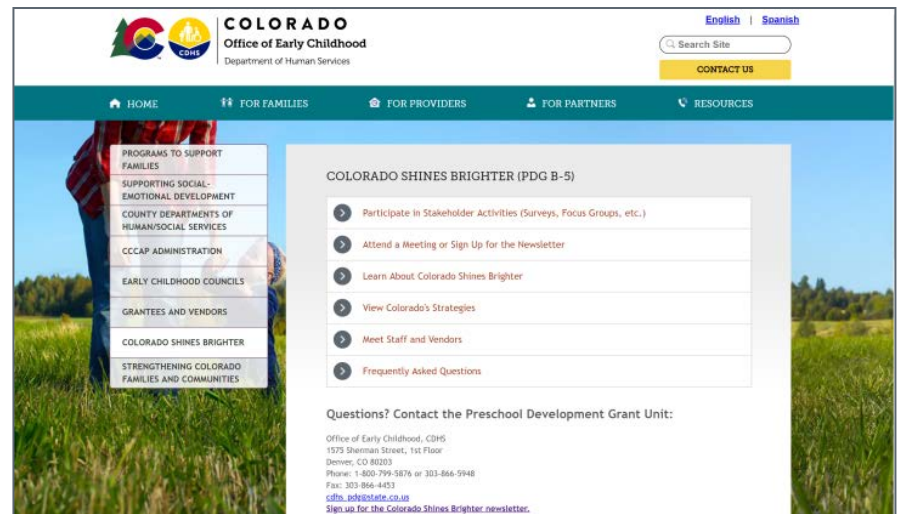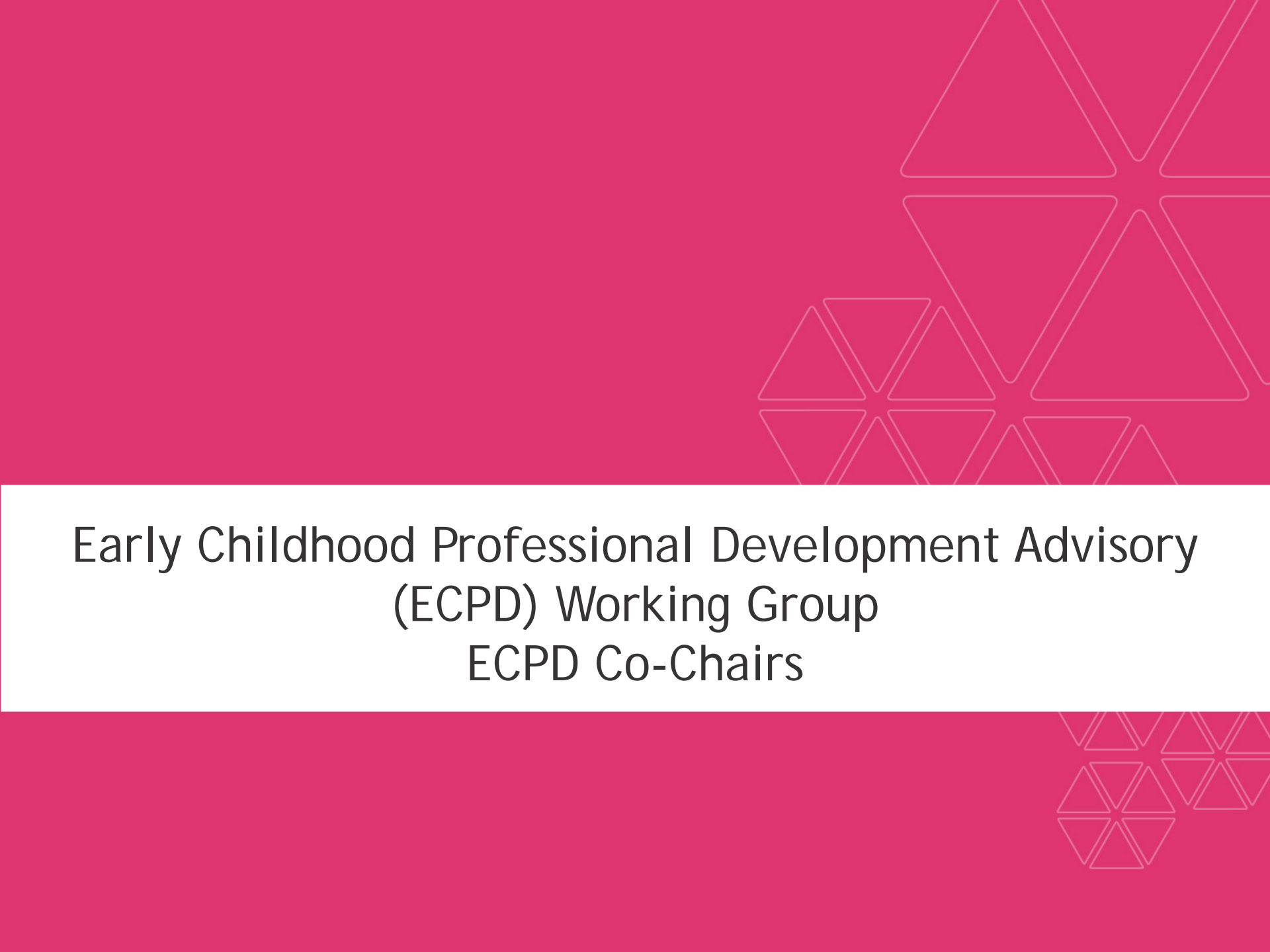


# Thank you!

# Early Childhood Professional Development Advisory (ECPD) Working Group
## ECPD Co-Chairs

# Early Childhood Professional Development Advisory Group Update

History, Accomplishments, A Path Forward

# ECPD Advisory Group Make-Up

- Co-Chairs
  - Heather Craiglow, Department of Human Services
  - Pamela Harris, Mile High Early Learning
  - Rebecca Kantor, University of Colorado Denver
  - Jennifer O'Brien, Department of Education

- Members
  - Department of Education, Early Childhood field (providers, councils, etc.), higher education, quality improvement, CDLE-Workforce Development Council, etc.

- Stakeholders
  - Department of Education, early childhood field (providers, councils, Early Intervention, etc.), higher education, philanthropic organizations, public schools, quality improvement, Small Business Majority, etc.

- Meetings
  - Open meetings (virtual and online options)
  - Occur every other month



ECPD Advisory Group Charge

# ECPD Timeline

**2007:**
Administration of Children and Families/ Office of Head Start requires creation of state advisory councils

**2010:**
Early Learning Professional Development System Plan (2010 Plan)

**2010:**
Governor signs executive order establishing Early Childhood Leadership Commission

**2012-2016:**
Colorado received Race to the Top Funds

**2016-2017:**
ECLC requests update to the plan, Early Childhood Workforce 2020 Plan developed

**2016-2017:**
- Workforce Survey
- Economic Impact Study
- Institute of Medicine

**2018:**
Colorado received a federal Preschool Development Grant

**2019**
ECPD conducts mapping activities related to EC Workforce 2020 Plan

**2020:**
ECPD will address gaps and opportunities in EC Workforce 2020 Plan

# Colorado's Early Learning Professional Development System Plan (2010 Plan)

- Goals:
  - Create research-based, aligned set of competencies
  - Recruit and retain effective and diverse workforce
  - Create high quality advising system
  - Finance system with increased and efficient funding coordination

# Colorado's Early Learning Professional Development System Plan (2010 Plan)

- Goals:

  - Better understand workforce through data

  - Create accountability mechanisms

  - Create Early Childhood Leadership Commission

# Colorado's Early Learning Professional Development System Plan (2010 Plan)

- Accomplishments
  - Competencies for EC Educators and Administrators
  - Colorado Coaching Credential
  - $2 million Race to the Top scholarship fund
  - Professional Development Information System (PDIS)
  - Early Childhood Professional Credential 2.0

# Other Colorado Highlights

- Colorado Shines Quality Rating and Improvement System (QRIS)

- Early Learning and Development Guidelines (ELDGs)

# Colorado's Early Learning Professional Development System Plan (2010 Plan)

## Challenges

- Recruitment

- Retention

- Compensation

Needed an updated plan to address these challenges.

# Early Childhood Workforce 2020 Plan

- ECLC requested update to Early Learning Professional Development System Plan (2010 Plan)

- Early Milestones, Buell, GCI:
  - Workforce Survey
  - Bearing the Cost of ECE Study

- Data & Dialog State Tour

- Technical Assistance from National Academy of Medicine
  - Incubation to Innovation (i2I) project



COLORADO'S
Early Childhood Workforce 2020 PLAN

JUNE 2017
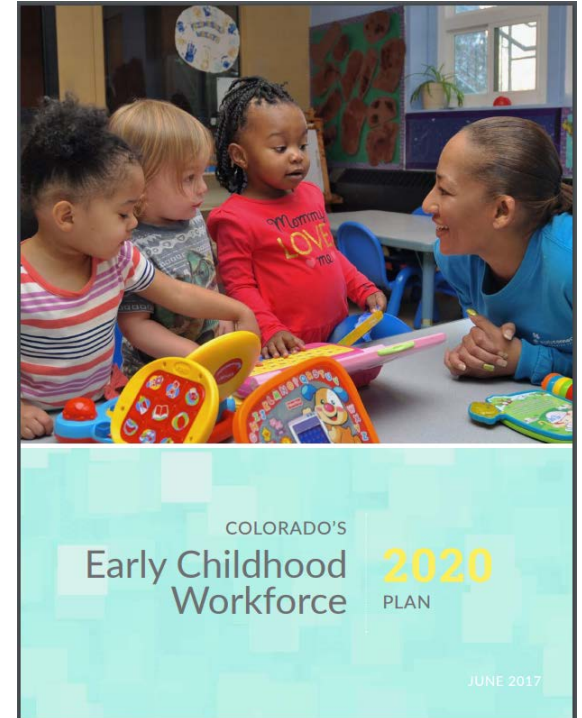
EC Workforce 2020 Plan link

# Early Childhood Workforce 2020 Plan

## Areas of Focus

| Area of Focus | Objectives | Activities |
|---|:---:|:---:|
| Workforce Development | 6 | 22 |
| Recruitment and Retention | 4 | 22 |
| Compensation | 2 | 9 |
| Leadership | 4 | 15 |
| Finance | 3 | 12 |
| Data and Continuous Quality Improvement | 5 | 19 |



COLORADO'S

Early Childhood Workforce **2020** PLAN

JUNE 2017
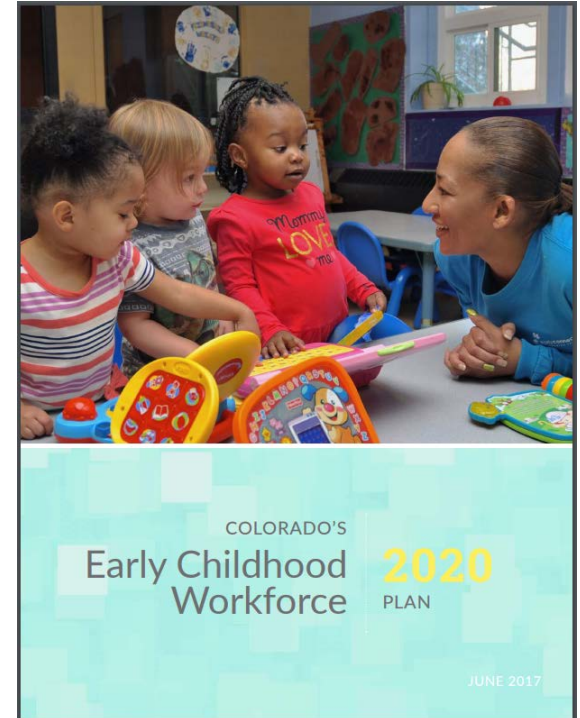
[EC Workforce 2020 Plan link](EC Workforce 2020 Plan link)

# EC Workforce 2020 Plan Evaluation

- ## What Can ECPD Do?

  ✔ 1. [Map current statewide initiatives](#) (Google spreadsheet)

    - State-led initiatives

    - Community-led initiatives

  ✔ 2. Understand current state-wide accomplishments

  ✔ 3. Identify gaps and opportunities related to the plan

  ➡ 4. Prioritize and address areas of opportunity

    - ECPD Members and Stakeholders are creating a timeline and small groups to address gaps and opportunities

# EC Workforce 2020 Plan Discoveries

- ## Sector Partnerships

  - Colorado Workforce Development Council pathways work (MyColoradoJourney website)

  - Higher education alignment

- ## Preschool Development Grant

  - Workforce data project – link data for CDHS, CDHE, and CDLE

  - Evaluate and update Credential, QRIS, Qualifications, Competencies

- ## Community Solutions

  - Innovation grants – shared services, concurrent enrollment, etc.

  - Initiatives to increase diversity of EC workforce (Spanish CDA, etc.)

  - Alternative pathways – apprenticeships, Teach for America, etc.

# Presented Opportunities & Prioritization

| Rank | Category | Objective Information | Opportunities for the Future |
|------|----------|----------------------|------------------------------|
| 1 | Workforce | Obj 1, b. Establish clearly-defined, shared terminology for different roles and credentials that cross settings and sectors | Consolidate lists |
| 2 | Recruitment and Retention | Obj. 1, g. Explore relationships with early childhood councils to develop professional learning communities to share effective strategies around recruitment, retention, and improving educator efficacy. | ECPD Members attend an ECCLA meeting to have conversation with ECCs |
| 4 | Recruitment and Retention | Obj 4, b. Identify barriers and convene a roundtable to identify solutions to successfully recruit and retain people of color in leadership roles. | Bring experts together to talk about how we strengthen our system to support diversity |
| 3 | Compensation | Obj 1, f. Explore relationships with early childhood councils to develop professional learning communities to share effective strategies around enhancing compensation, including wages and benefits. | ECPD Members attend an ECCLA meeting to have conversation with ECCs |
| 5 | Leadership | Obj 3, a. Use data and information-driven processes to monitor progress on the EC Workforce 2020 Plan implementation and identify areas for further focus. | How does ECPD want to report what we're seeing as a result of the mapping process? |
| 7 | Leadership | Obj 3, b. Develop a communications and reporting process to document and share progress on the EC Workforce 2020 Plan implementation. | Develop a one-pager to describe progress to-date |
| 6 | Finance | Obj 3, b. Assess the impact of Colorado's minimum wage law, and make recommendations for mitigation. | Invite Colorado Fiscal Institute, Bell Policy Center or other groups to discuss |

# How to Address Priorities for 2020

| Rank | Category | Objective Information | Opportunities for the Future |
|------|----------|----------------------|------------------------------|
| 1 | Workforce | Obj 1, b. Establish clearly-defined, shared terminology for different roles and credentials that cross settings and sectors | • Head Start terminology<br>• Power to the Professional terminology<br>• HUD terminology |
| 2 | Recruitment and Retention | Obj. 1, g. Explore relationships with early childhood councils to develop professional learning communities to share effective strategies around recruitment, retention, and improving educator efficacy. | • Consult talent recruitment experts<br>• Have members of PDG and ECPD group go to ECC meetings in rural communities to discuss<br>• Ensure we have stackable pathways and credentials |
| 3 | Compensation | Obj 1, f. Explore relationships with early childhood councils to develop professional learning communities to share effective strategies around enhancing compensation, including wages and benefits. | • Bring in experts to talk about cliff effect<br>• Consult with health insurance co-ops to understand benefits possibilities<br>• Check if any states have addressed compensation successfully |
| 4 | Recruitment and Retention | Obj 4, b. Identify barriers and convene a roundtable to identify solutions to successfully recruit and retain people of color in leadership roles. | • Bell Policy Center<br>• Dr. Rosemarie Allen, Institute for Racial Equity & Excellence<br>• Niki Gill, Institute for Racial Equity & Excellence<br>• Significant need for scholarships for higher education to support Spanish and bilingual cohorts |

# Early Childhood: Areas of Opportunity

- Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation
    - Ensuring that Colorado has a qualified, consistent and diverse early childhood workforce is critical to supporting the healthy development of children and maintaining a thriving economy.

# Future Vision

- ## Governor's Priorities

  - ### Universal Pre-school

- ## Increasing population in Colorado[1]

| Population Growth | 2021 | 2026 |
| --- | --- | --- |
| Children birth–4 | additional 33,285 children | additional 73,227 children |

- 32.5% of children ages birth–4 are in paid early care and education settings

- If participation rates remain constant, the system will need to accommodate an additional 10,818 children birth–4 by 2021 and an additional 23,799 children by 2026

- We will need approximately 8,000 new early childhood teachers, administrators and special education professionals to accommodate

# Future Vision

- Colorado needs to increase its EC workforce

- ECPD is addressing more than just Early Childhood Professional Development concerns

  - EC Workforce 2020 Plan encompasses the needs of the workforce, not just professional development aspects

  - ECPD provided expertise to Preschool Development Grant workforce-related work groups (Professional Credential, Competencies, Qualifications, QRIS Framework)

# Future Vision

Early Childhood Professional Development Advisory Group  →  EC Workforce Development Subcommittee
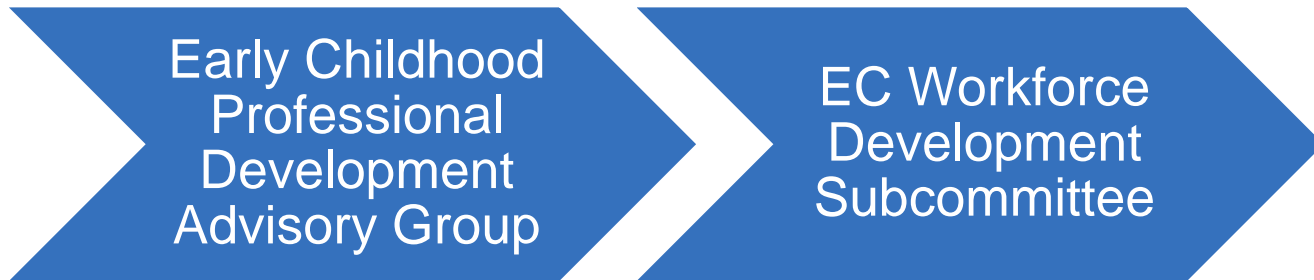
- ECLC Area of Opportunity
  - Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation

# Thank you!

| Heather Craiglow | Department of Human Services | heather.craiglow@state.co.us |
|---|---|---|
| Pamela Harris | Mile High Early Learning | pamelah@milehighearlylearning.org |
| Rebecca Kantor | University of Colorado Denver | rebecca.kantor@ucdenver.edu |
| Jennifer O'Brien | Department of Education | Obrien_jennifer@cde.state.co.us |
| Angela Ben-Zekry | Department of Human Services | Angela.ben-zekry@state.co.us |

# Updates from the Governor's Office

# Legislative Updates
# Bill Jaeger

2020 Legislation & Budget Items of Relevance to Early Childhood
Updated December 2, 2019
Contact: Bill Jaeger, bill@coloradokids.org, (720) 552-0002

| | Domain of EC Framework | Topic | Legislation needed? | Gov's Budget Request? | Sponsors | Cost ($M) | Fund Source | Summary |
|---|---|---|---|---|---|---|---|---|
| 1 | ELD | CPP expansion | Yes | CDE R-06 | TBD (Usually done in the School Finance Act) | 27.60 | General Fund | 6,000-6,515 new CPP slots to fund 50% of eligible CPP population (29,360 --> 35,875 slots) |
| 2 | ELD | EC Facilities | Yes | CDE R-11 | TBD | 10.0 | Cash Fund (existing BEST funding) | Earmarks $10M existing BEST funding for preschool facilities for Colorado school districts and community-based organizations to expand buildings for quality ECE (7-10 grants per year) |
| 3 | ELD | EC Educator tax credit clean-up | Yes | No | Wilson & Buckner/Todd & Priola | $100K+ for DOR, $5.3M revenue loss | General Fund | Due to a drafting error, enacting clause of HB 19-1005 needs to be cleaned up to trigger its enactment in 2020 |
| 4 | ELD | ECE Workforce | ECSRLC Bill 1 | Aligns w/ CDHS R-08, CDHE R-09, CDHE R-10, CDLE R-01, CDE R-05, CDHE R-04 | Sirota & McCluskie, Wilson (Possibly)/Story & Pettersen | 1.00 | General Fund | Streamlines pathways to classroom, expands concurrent enrollment/CTE, establishes scholarship & grant program at CDHS for recruitment & retention, establishes apprenticeship program at CDLE |
| 5 | ELD | ECE Scholarships | No, but ECSRLC Bill 1 is aligned | CDHS R-08 | N/A | 0.60 | $500K GF, $100K FF (CCDF) | Covers 645 TEACH scholarships per year |
| 6 | ELD | ECE Scholarships | No, but ECSRLC Bill 1 is aligned | CDHE R-09 | N/A | 4.31 | General Fund | Students pursuing ECE credentials, associate's, B.A.'s at public Colorado IHEs eligible to fill gap in need-based aid; Decreases over time as loan forgiveness ramps up |
| 7 | ELD | Loan forgiveness for EC educators | Yes | CDHE R-10 | TBD | 0.54 | General Fund (increases to $2M in FY 2024-25) | 50 ECE AAs, 50 BAs currently employed would be eligible for $3K for AA annually for up to 4 years, $5K annually for BA for up to 5 years |
| 8 | ELD | ECE apprenticeships | No, but ECSRLC Bill 1 is aligned | CDLE R-01 | N/A | 1.20 | Cash Funds ("Employment Support Fund") | Expands work-based learning activities, including a call-out for early care and education |
| 9 | ELD | Concurrent enrollment | Yes | CDE R-05 | TBD | 0.54 | General Fund | 6 pilots for at least 15 students per school district = 90 students with a pathway via concurrent enrollment and apprenticeship programs while in HS to become educators (e.g., program at CCSD and UCD); specifically recognizes preschool |
| 10 | ELD | Work-based learning | Yes | CDHE R-04 | TBD | 0.2 | General Fund | Academic credit for prior learning contract for expertise and project management to adopt and change policies |
| 11 | ELD | Infant & Family child care plan | Yes | No | TBD | TBD | TBD | Regulatory and public investment changes to support family and infant care based on SB 19-063 report due Dec. 1, 2019 |
| 12 | ELD | FFN & family outreach | Yes | No | Wilson & McCluskie/Story | 0.34 | General Fund | HOME Act: build public awareness of kindergarten entry expectations; workshops on best practices, and how to become licensed/start an ECE program |
| 13 | ELD | ECE quality improvement | No, but ECSRLC Bill 3 is aligned | CDHS R-01 | N/A | 5.60 | 2.81M GF, 2.81 FF (CCDF), 7.2 FTE | 1,000 programs per year, includes quality improvement, $1.5M to ECCs for outreach and QU, TA for navigating QI |
| 14 | ELD | ECE quality improvement | ECSRLC Bill 3 | Aligns w/ CDHS R-01 | McCluskie & Wilson/Story | 2.50 | General Fund | Quality improvement for L1-L2, Sustain quality for L3-L5, ECC plans for outreach |
| 15 | ELD | CCCAP reform | No | Aligns, in part, with CDHS R-03 | N/A - Regulatory | 0.00 | N/A | Change absence policy to require a floor number of absences and improve registration payment policies |

2020 Legislation & Budget Items of Relevance to Early Childhood
Updated December 2, 2019
Contact: Bill Jaeger, bill@coloradokids.org, (720) 552-0002

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 16 | ELD | CCCAP increase | No | CDHS R-03 | N/A | 6.76 | 940K GF, 2.67M CF (county MOE), $3.13 FF (CCDF) | Increase to keep up with inflation, increase in quality providers, and payment for 2-3 absences per month (per federal regs) to keep serving 28,662 children (9% of eligible). |
| 17 | ELD | CCCAP funding change | No | CDHS R-27 | N/A | -1.5 | Federal Funds (CCDF) | Underspent line being reassigned to aligned CCDF allowed uses |
| 18 | ELD | CCR&R funding change | No | CDHS R-31 | N/A | -0.6 | -$315K GF, -$315K FF (CCDF) | Eliminates CCR&R funding since there is now a call center and cuts to ECCs for this work are backfilled by CDHS R-01 for outreach and quality improvement |
| 19 | ELD | Home visiting | No | CDHS R-09 | N/A | 0.52 | General Fund | Healthy Steps (+320 children at 4 sites) and HIPPY (+40 children at 2 sites); Results First: HS saves $2.60 for each $1 invested and HIPPY saves $6.10 for each $1; Annualizes to $589K |
| 20 | ELD | Home visiting | Yes | No | Fields | TBD | General Fund | Establishes a state policy infrastructure to distribute funds for home visiting programs that meet certain standards and funding for intermediaries to support implementation |
| 21 | ELD | Child care tax credit | Yes | No | Benevidez | 2.0 | General Fund | Ramps up to $4M; addresses cliff in low income child care expenses tax credit by raising income threshold to $35K. Was supported by tax expenditure interim committee 6-0 but did not advance as a top 5 bill for them. Individual legislators may carry it in the session. |
| 22 | ELD | K-12 funding | Yes | CDE R-01 | TBD (School Finance Act) | 111.0 | $7.4M GF, $103M CF (SEF) | BS factor reduced to 6.4% of total program (from 7% this year, and 16% in 2012-13) with $40M above mandated A23 increases; leaves $140M in SEF at end of FY20-21 |
| 23 | Health | EC Mental Health | Yes | No | McCluskie/Story, Pettersen | 0.1 | General Fund | Ramps up evaluation costs to allow ECMHC to be on a path to evidence based of up to $420K in year 3; establishes ECMH Consultation program model, quality standards, certification, analysis, and evaluation |
| 24 | Health | Early Intervention | No | CDHS R-02 | N/A | 3.2 | General Fund | Caseload growth of 3.7% for 361 infants/toddlers/families. We must avoid a wait list to avoid cuts to federal funding. Strong evidence base that EI reduces later costs. |
| 25 | Health | Early Intervention | Yes | No | TBD | 2.5 | General Fund | Possible transfer EI evaluations from CDE to CDHS |
| 26 | Health | Immunizations | No | CDPHE R-02 | N/A | 2.5 | General Fund | Improving vaccination rates via outreach and education; media campaign, grant program for LPHAs to implement mobile clinics, reminder notifications, data accuracy, incentives |
| 27 | Health | Health coverage | No | HCPF R-03 | N/A | 25.0 | General Fund | Backfill declining federal match for CHP+ |
| 28 | Family Support | Paid Leave | Yes | No | Winter/Gray | TBD | TBD | FAMLI Act |
| 29 | Family Support | Paid Leave | No | DPA R-01 | N/A | 5.6 | General Fund | Establish paid leave for state employees for 8 weeks for child, aging partner, or parent |

# Public Comment & Commissioner Updates

# Public Comment

- Each speaker may take up to five (5) 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.

# Colorado Partnership for Thriving Families
## Frank Alexander and Kendra Dunn

# Building a Collective Strategy for Child Maltreatment Prevention Through Early Childhood Investments

Early Child Leadership Commission
December 19, 2019

## Colorado Partnership for
### Thriving Families

# For Colorado to prosper, our kids must thrive.

*Our children are our future workers, leaders and community members.*

No matter where they live – the plains, mountains, rural areas or urban centers – **children need high-quality experiences and loving relationships to grow**. Early brain development sets children up for success in school.

Community-based organizations and programs **create pathways and opportunities t**hat empower parents and caregivers to meet their family's basic needs now and in the future.

# Communities Strengthen Families

Research has shown timely access to services like child care, housing and utility assistance, mental health services, food assistance and pantries, prevent child maltreatment.

Specific factors help parents find resources, supports, or coping strategies that allow them to parent effectively, even under stress.

**These protective factors strengthen families and prevent child maltreatment.**

# Constructing Well-Being

Just as building a strong house requires certain materials, building well-being requires many different things. Quality education, clear career pathways, and economic assets are essential, as are physical and mental health. Social capital - helpful connections to people, information, and opportunities to both give and receive support - may be intangible, but it is still critical for wellbeing.

**Houses don't build themselves - and individuals can't build their own well-being. It takes support and a team, for all of us.**

# Health Impact Pyramid

*Expanding Utilization to address child maltreatment*
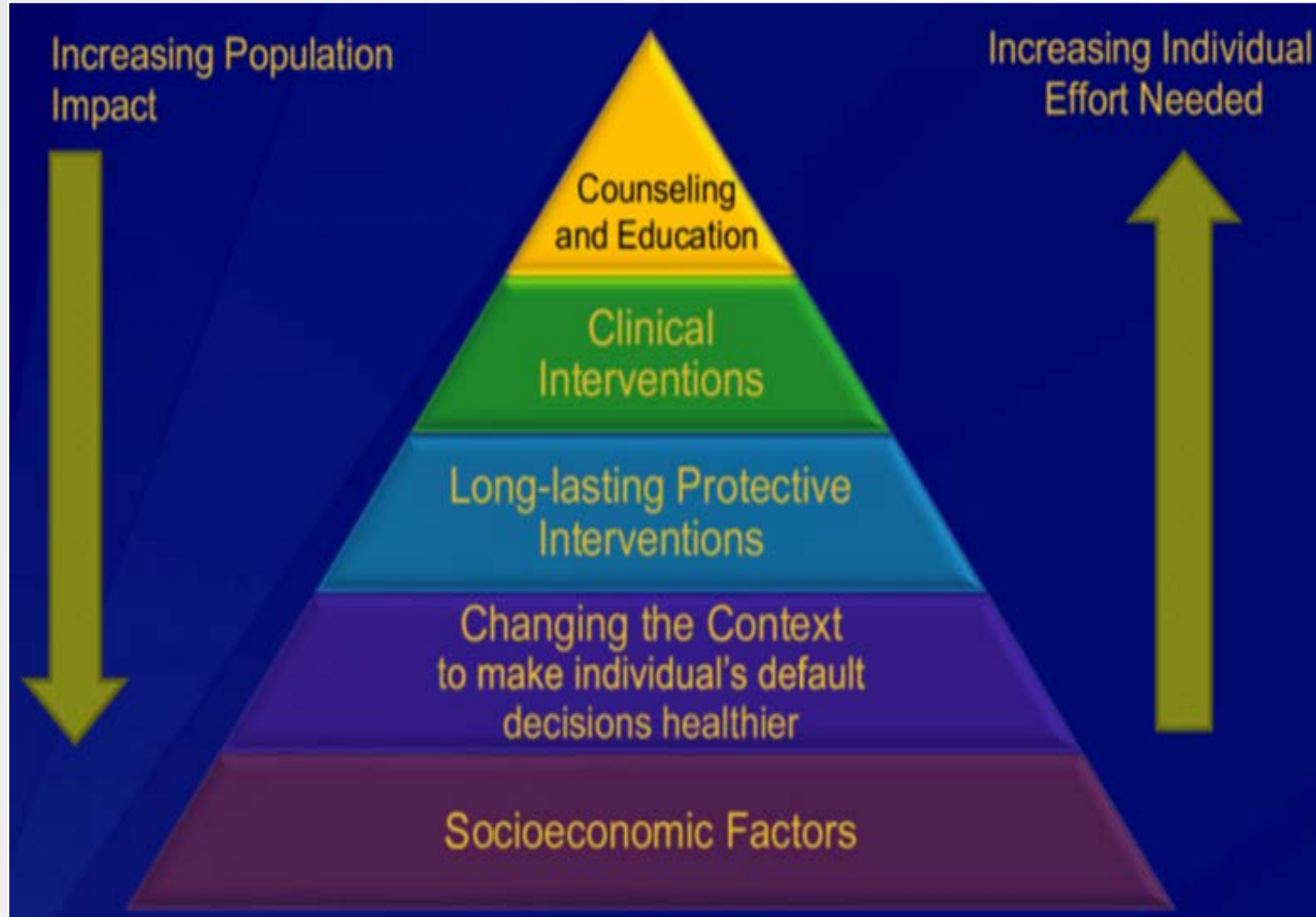
# Triple Aim Across Health and Human Services



**Triple Aim**

Improving Patient Care

Reducing Cost

Improving the Health of Populations
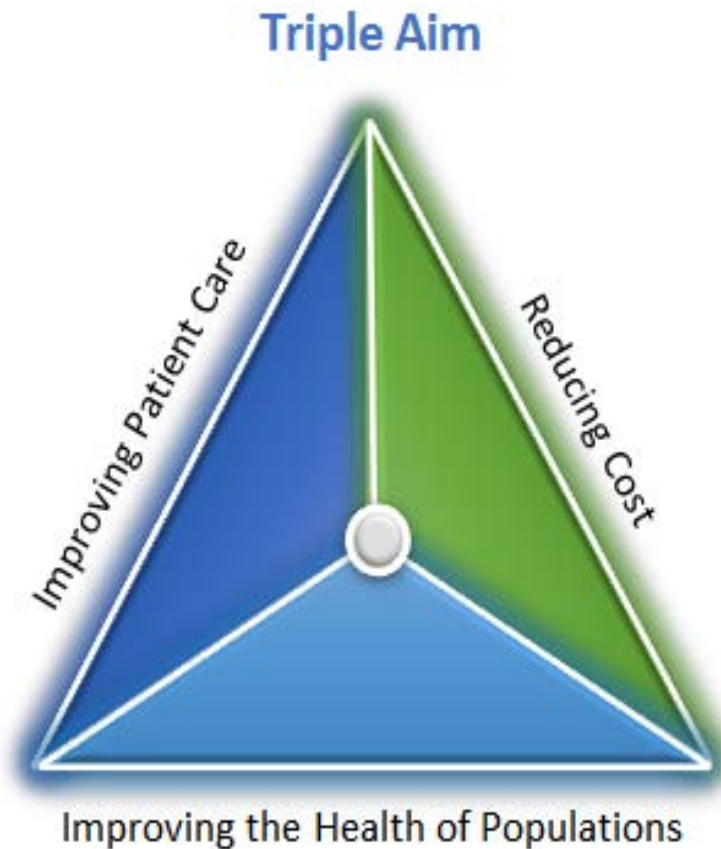
Health Care Cost Savings and Better Health Outcomes are Directly Linked to the Primary Prevention of ACEs and Child Maltreatment

Achieving the Triple Aim is Essential across Health and Human Service Systems

**Population Health is dependent upon the integration and coordination of health and social care that collectively aim toward primary prevention**

# Early Childhood Colorado Framework



all children are valued, healthy and thriving

COLORADO
local and state systems

ENVIRONMENTS
home, neighborhood, program, school

RELATIONSHIPS
caregiver, teacher, other professional

FAMILY

CHILD

3RD GRADERS · PRENATAL · NEWBORNS · INFANTS · TODDLERS · PRESCHOOLERS · KINDERGARTNERS · 1ST GRADERS · 2ND GRADERS
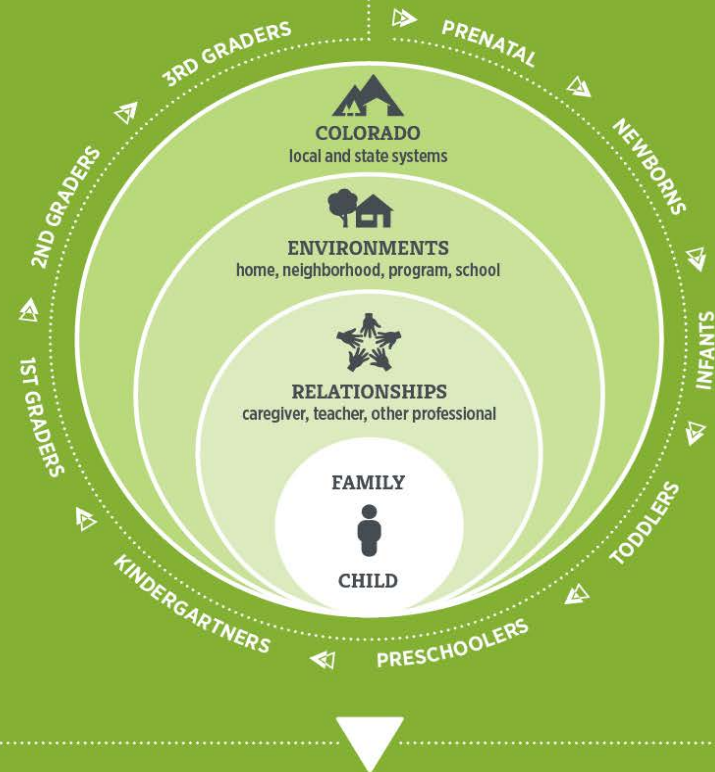
**Results**

**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

# Child welfare alone cannot prevent children from experiencing child maltreatment.

## Over the Past Five Years

Child maltreatment has **been the number one cause** of child fatalities in Colorado.

Over the last five years, Colorado has seen **a 40% increase in the number of child maltreatment referrals.**

This includes **a 12% increase in the number of children that were victims of first-time abuse** for the same time period.

## SFY 2017-2018

52.9% of maltreatment fatalities were **under the age of 1**, 82.4% were **under the age of 5.**

50% of near fatalities were **under the age of 1,** 90% **under the age of 5**;

# Assessments and Open Cases in Colorado

*SFY 2017-2018*

82%
Neglect

38,483
**Assessments**

**109,795 Total Referrals**
**32.6% Under age 5**
**12.9% Under age 1**

11,742
**Open Cases**

Under age 5:
16,910

44%

Under age 1:
7,814

20.3%

Under age 5:
6,028

51%

Under age 1:
3,662

31%

Colorado Partnership for
Thriving Families

5
8
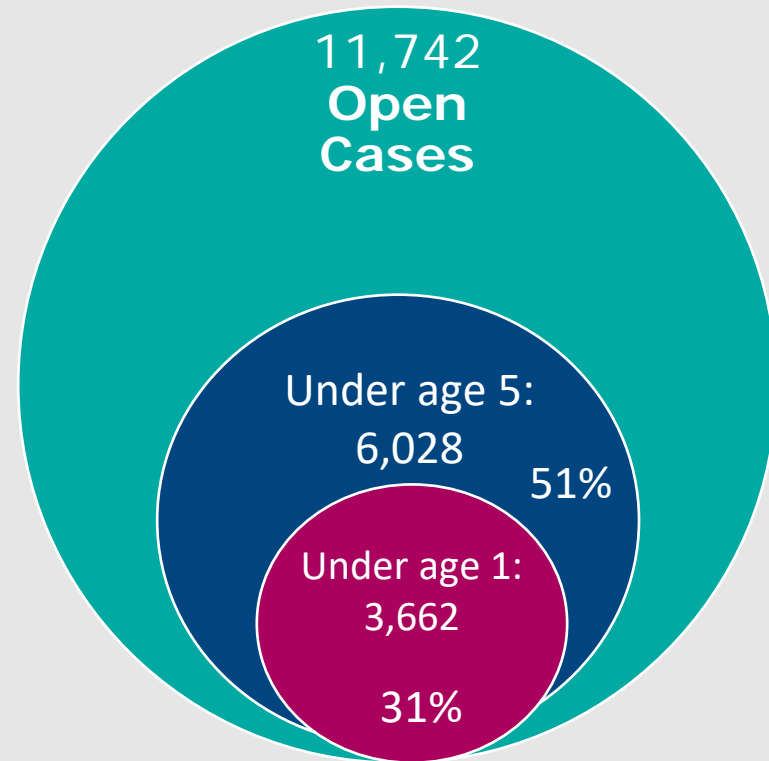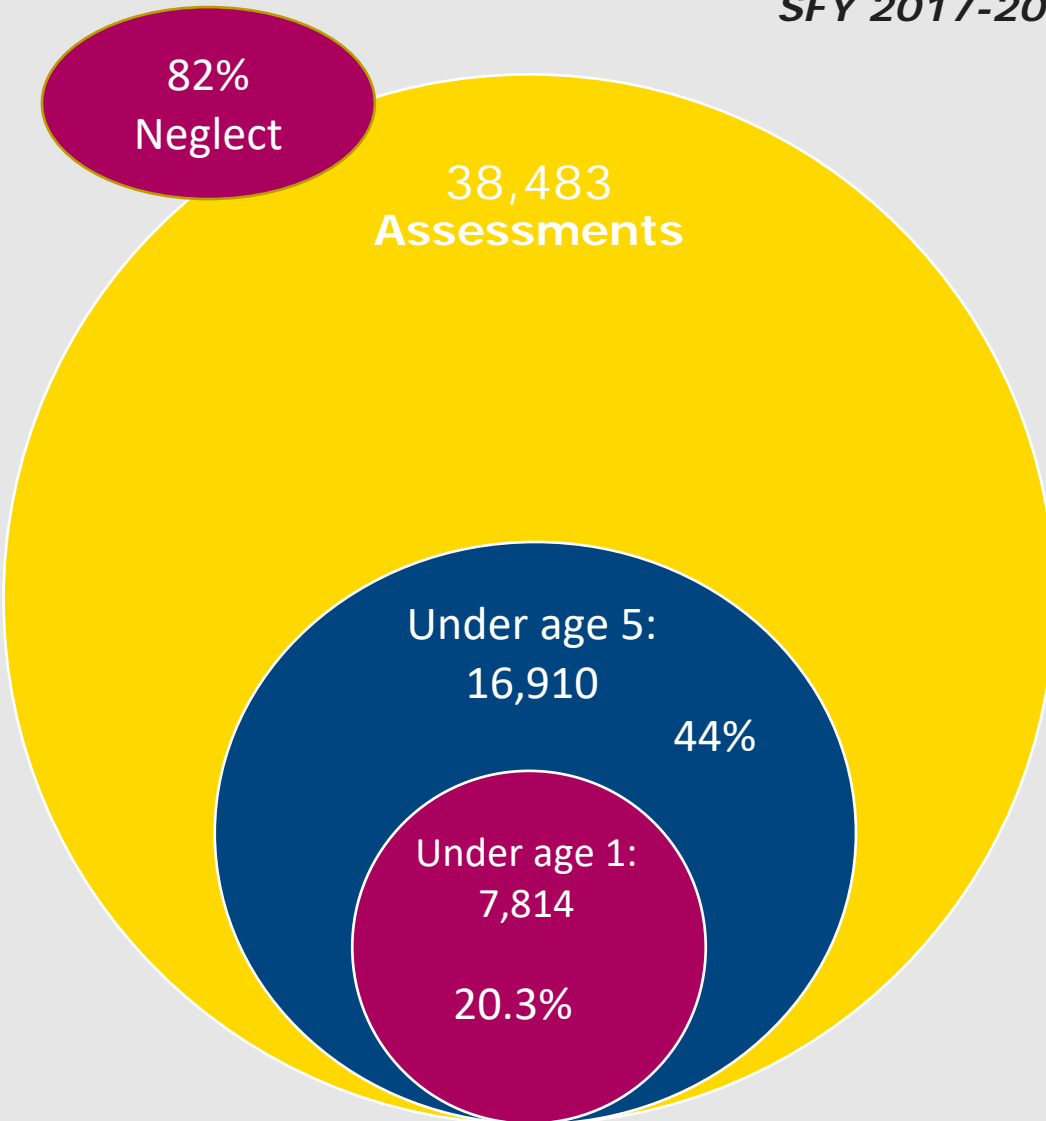
# Children in Out of Home Care in Colorado

*SFY 2017-2018*

9,500 Children Spent Time in Care

2,346 were under the age of 1
24.7%

4,255 were under the age of 5
44.8%

50% of children entering care nationally are <5, rates of children in care have been growing

# Economic Burden of Child Maltreatment

*$484 billion to $2 trillion per year*

**U.S. Data**
*based on data from Center for Disease Control and Prevention*

| | Nonfatal Child Maltreatment | | Fatalities |
|---|---|---|---|
| **Statewide** | $32,624,000,000 *Lifetime cost for 2018 alone* | | $647,400,000 *2018 alone* |
| **12 Metro Counties*** | $27,814,000,000 *Lifetime cost for 2018 alone* | | $614,200,200 *2018 alone* |
| **One child** | $830,928 | *2018* | $16,600,000 |

Nonfatal Child Maltreatment    Fatalities
(substantiated)
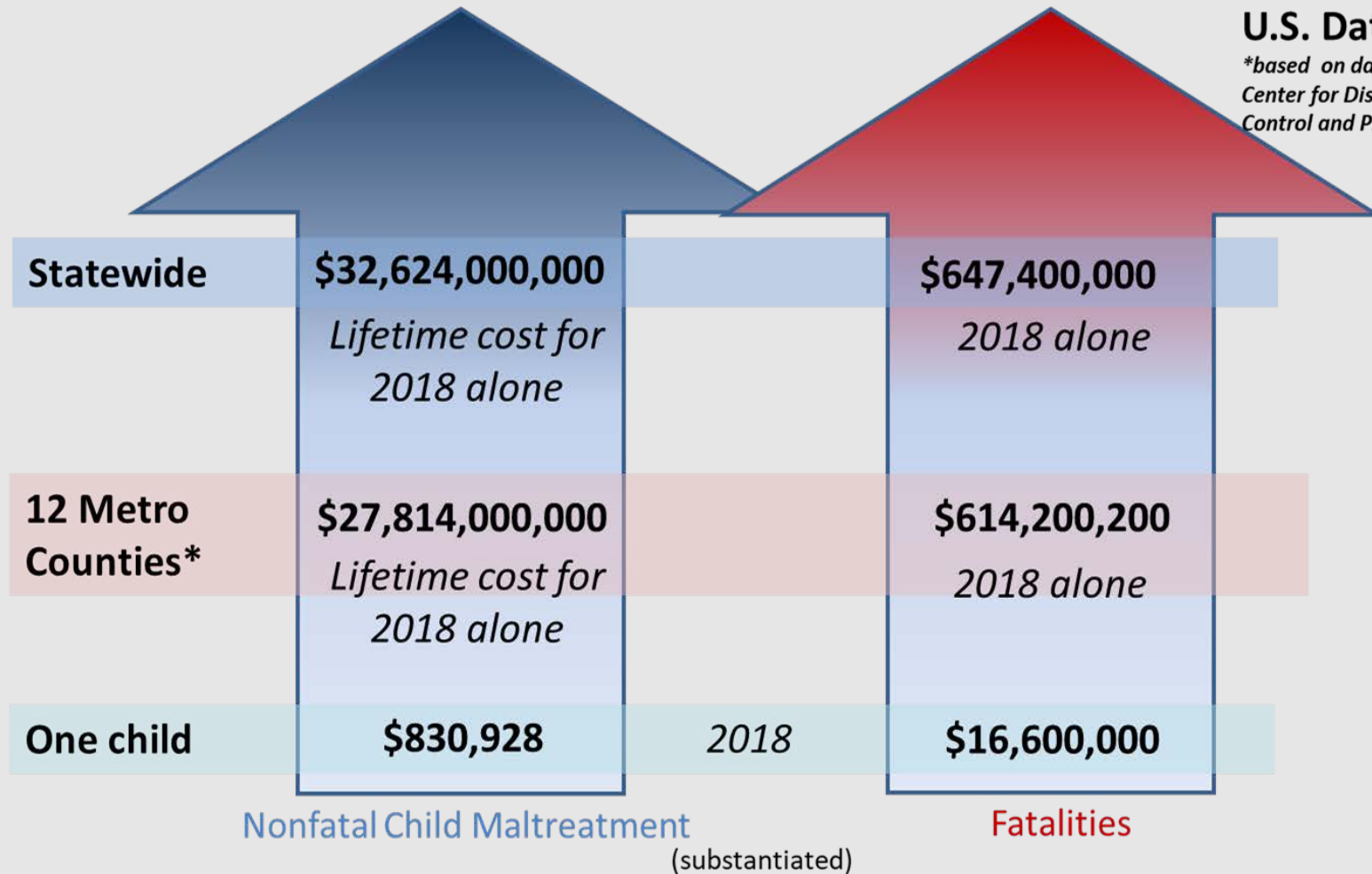
*12 Metro Counties : Adams, Arapahoe, Boulder, Broomfield, Denver, Douglas
El Paso, Jefferson, Larimer, Mesa, Pueblo, Weld

# Overall Births & Medicaid

*Nearly 4 million babies are born in the US every year…*

**43% of US births in 2017**

**2 in 5 of those births are paid for with Medicaid**

**66,000 children are born in Colorado every year**

**45% of CO births are paid for by Medicaid**

# Priority Investment Areas

**Strengthen economic supports to families**
- Strengthening household financial security
- Family-friendly work policies

**Change social norms to support parents and positive parenting**
- Public engagement and education campaigns
- Legislative approaches to reduce corporal punishment

**Provide quality care and education early in life**
- Preschool enrichment with family engagement
- Improved quality of child care through licensing and accreditation

**Enhance parenting skills to promote healthy child development**
- Early childhood home visitation
- Parenting skill and family relationship approaches

**Intervene to lessen harms and prevent future risk**
- Enhanced primary care
- Behavioral parent training programs
- Treatment to lessen harms of abuse and neglect exposure
- Treatment to prevent problem behavior and later involvement in violence

## Preventing Child Abuse and Neglect

Source: CDC, *Preventing Child Abuse and Neglect: A Technical Package for Policy, Norm and Program Activities*

# Maltreatment Prevention through Early Childhood Investments

- Relentless focus on improving health and well-being for every child 0-5 years old
- Focusing on healthy births and family formation
- Support for families with risk factors, special focus on prenatal-1
- Increased access to quality childcare
  - Investments in local access
  - Prioritizing access for 0-3 year olds
- Child protection teams focus on referrals for children ages 0 to 5
- Coordination of care with community partners
- Statewide partnership between human services and public health
- Coordinated intake and referral to home visiting
- Prenatal care and parental supports
- Social Determinants screening and supports
- Community norms change to decrease social isolation and increase help seeking with parenting

# The time is right to address the public health issue of child maltreatment in Colorado.

✔ **Colorado Maltreatment Prevention Framework** provides a tool for empowering communities that guides strategic investments to prevent child maltreatment and promote well-being of the printing and typesetting industry.

✔ The 2020-2024 Child & Family Services Plan **requires that all counties develop a localized Child Maltreatment Prevention Plan.**

✔ While the Families First Prevention Services Act is a critical step forward and will help equip Colorado to better meet the needs of families, **more needs to be done to redefine safety as the primary prevention of maltreatment,** not as the prevention of repeat maltreatment.

✔ The Title V Maternal and Child Health Program is in the midst of a five year needs assessment and priority setting process to **support local health departments in optimizing the health and well-being of mothers and children** by employing primary prevention and early intervention public health strategies

# Colorado Partnership for Thriving Families

The **Colorado Partnership for Thriving Families** is supporting the creation of conditions for strong families and communities where children are healthy, valued, and thriving. Organizations across sectors are aligning efforts to develop joint strategies to treat child abuse and neglect as a public health issue.

The Partnership will broaden the state's service array by fully integrating primary prevention strategies and strengthening protective factors in families, prioritizing strengthening families and implementing strategies focused on prenatal to age one.

Today, **human services and public health partners are working collaboratively** to implement integrated strategies aimed at significantly reducing child fatalities and child maltreatment for all children 0 to 5 by positively and proactively supporting strong and healthy family formation.

# Prioritizing Primary Prevention

*Strategies reflect research on effective approaches to primary prevention and reducing disparities in family and child well-being.*

**Colorado Partnership for Thriving Families**

## Public Health Approach to Child Maltreatment Prevention

Using a public health approach, significantly reduce child fatalities and child maltreatment for all children 0 to 5 by positively and proactively supporting strong and healthy family formation.

## Alignment

Co-create capacity and broader solutions to community-wide challenges and barriers through leadership and technical support that leads to increased interoperability among systems, services, and agencies.

## Infrastructure

Develop and formalize an infrastructure that links existing county level multi-agency collaborative structures to the Colorado Partnership for Thriving Families and increase local contributions to create solutions that improve the lives of families.

# Colorado Partnership for Thriving Families

Our Partnership will expand and intentionally foster broad cross-sector coalitions statewide  that include **health care, housing, public health, human services, community-based organizations, researchers, philanthropic partners, advocates, and parents** who share our vision and are committed to improve child and family well-being.

# Join us to build a 21st Century Family Well-Being System

- Kindergarten readiness has to include addressing disparities and early adversity
- Ensure representation on the CPTF to assist in cross-sector alignment around shared goals
- Share effective collaborative projects strengthening families at the local level
- Support alignment between local strategies and ECLC's current strategic priorities

**Get Involved!**
**Contact: Hattie Landry**
**hlandry@illuminatecolorado.org**

# Subcommittee Updates

# Subcommittee Updates

- Program Quality and Alignment Subcommittee

- Data Subcommittee
  - Draft Recommendation Regarding Changes In Reporting of KRA Data

- Communications Subcommittee

# Early Childhood Council Waivers

- Rocky Mountain Early Childhood Council

# PROVISIONAL ECT UPDATE

Stacy Petty, MS

Rocky Mountain Early Childhood Council Director

12-19-19

# Current Application information

- 5 applicants at 4 sites in Eagle County

- 1 application in process

- 1 applicant – who withdrew due to change in employment

- All active applicants are on track to finish within the 12 month timeframe

# Successes

- Held 2 webinars for project launch

- Flyers and other marketing materials

- Information about the program is on our website

- Programs with P-ECTs have reported this has helped alleviate issues around workforce shortages.

# Challenges

- Programs can have both state waivers and P-ECT applicants. This is an unanticipated challenge.

- We learned we need to talk through the possible candidate with the program to make sure it is a good fit.

- We are still tightening up some of the tracking procedures to ensure all parts of the MOU are being enforced.

# Co-Chair Final Thoughts and Adjourn

# ECLC 2020 Meeting Schedule:

- February 27, 2020
- April 23, 2020
- June 25, 2020
- August 27, 2020
- October 22, 2020
- December 17, 2020

# ECLC

*Early Childhood Leadership Commission*

Next Meeting:

February 27, 2020

Health Care Policy & Financing

303 East 17th Ave; Denver, CO

11th Floor Conference Room

# Strategic Plan – Quick Reference:  Goals, Objectives and Strategies

## GOAL 1: ALIGN AND COORDINATE SYSTEMS

### Objective 1.1: Make Data Informed Decisions

- 1.1.1 Implement the Office of Early Childhood's (OEC's) Information Technology Solutions Roadmap
- 1.1.2 Build a community level-dashboard to support data-driven decision making
- 1.1.3 Modernize ECE workforce data systems
- 1.1.4 Track and disseminate local and state early care and education (ECE) workforce trends
- 1.1.5 Explore barriers and strategies to implementing a unique child identifier to enable data informed decisions concerning child outcomes
- 1.1.6 Utilize data to identify opportunities for supporting the broader early childhood workforce, including home visitors, coaches, and early childhood mental health consultation (ECMHC) professionals

### Objective 1.2: Ensure Coordinated Services

- 1.2.1 Study local coordinated application processes and the expansion of local family navigators, and provide funding to local agencies to implement
- 1.2.2 Develop a Medicaid billing manual for Healthy Steps, Parents as Teachers (PAT), and ECMHC and provide training and technical assistance
- 1.2.3 Promote integrated and preventative maternal and child physical, behavioral, and oral health, exploring current models including Head Start and the maternal and child health priorities of the Colorado Department of Public Health and Environment
- 1.2.4 Implement recommendations from the capacity analysis of Early Childhood Councils (ECCs) and Family Resource Centers (FRCs), and expand the triennial evaluation of ECCs to include a cost analysis of the resources needed to fully fund the local system
- 1.2.5 Determine core early childhood and family support services to be made available in each county and create a plan to address current gaps
- 1.2.6 Enhance ongoing coordination and collaboration across state agencies including the Colorado Departments of Human Services (CDHS), Education (CDE), Public Health and Environment (CDPHE), and Health Care Policy and Financing (HCPF)

### Objective 1.3: Promote and Share Knowledge

- 1.3.1 Create a transition plan toolkit and online marketplace for early childhood professionals (including home visitation, early intervention, ECMHC, formal (licensed) and informal (license-exempt) ECE, and K-3 to communicate with families
- 1.3.2 Develop a birth through five transitions roadmap to align state-level systems and identify necessary training and tools for families, and early childhood professionals including home visitation, early intervention, ECMHC, ECE, and K-3

---

Strategies included in Preschool Development Grant Renewal Application
Strategies added as critical components of a robust early childhood system                1

## GOAL 2: INNOVATE SERVICE DELIVERY

### Objective 2.1: Promote Mental Health and Well-Being through Early Identification and Consultation

- 2.1.1 Provide trauma-informed care training opportunities for ECMHC professionals and ECE professionals
- 2.2.2 Create an ECMHC warm-line and explore telehealth options for both families and formal (licensed) and informal (license-exempt) ECE providers in rural communities
- 2.1.3 Develop standardized practices for ECMHC and evaluate service delivery models

### Objective 2.2: Promote Strong Relationships, Social and Emotional Development, Appropriate Nutrition and Physical Activity

- 2.2.1 Ensure quality nutrition in ECE environments through a formal partnership between CDHS, CDE, and CDPHE
- 2.2.2 Provide home visitation to formal (licensed) and informal (license-exempt) ECE home providers

## GOAL 3: MAXIMIZE FAMILY KNOWLEDGE, ENGAGEMENT, AND SUPPORT

### Objective 3.1: Connect and Empower Families using Culturally Responsive Practices

- 3.1.1 Develop a school readiness handbook for families and informal (license exempt) ECE providers, and implement a dissemination plan for each audience
- 3.1.2 Expand Growing Readers Together to increase quality in informal (license exempt) ECE environments
- 3.1.3 Augment CDE district-level early literacy grants to link elementary school and preschool literacy activities with additional attention on family knowledge and engagement
- 3.1.4 Develop an information resource "hub" to help families search for – and connect to – needed services
- 3.1.5 Implement a "no wrong door" statewide parent awareness and engagement campaign, and coordinate across systems to ensure tools and practices to support "no wrong door" are in place
- 3.1.6 Increase awareness of and engagement with the Colorado Early Learning and Development Guidelines
- 3.1.7 Investigate families' attitudes and decision-making around choosing ECE programs

### Objective 3.2 Provide Opportunities for Education, Employment, Housing, Financial and Legal Support to Contribute to Family Economic Security

- 3.2.1 Explore opportunities for the Early Childhood Leadership Commission (ECLC) to lead specific strategies with a focus on incorporating input from families and front-line professionals, such as formal (licensed) and informal (license-exempt) ECE, K-3, ECMHC, and home visitation professionals

---

Strategies included in Preschool Development Grant Renewal Application
Strategies added as critical components of a robust early childhood system

---

☝ **Objective 3.3. Provide Inclusive Opportunities for Family Engagement and Leadership**
  - 📄 3.3.1 Develop a parent subcommittee of ECLC, and continue to engage with the CDHS Family Voice Council and with the state Head Start Collaboration Office
  - ✋ 3.3.2 Build the capacity of local ECCs to engage family leaders, including consultation and engagement with local FRCs and Head Start programs

## GOAL 4: INCREASE MEANINGFUL AND EQUITABLE ACCESS

**Objective 4.1: Build Community Capacity**
  - ✋ 4.1.1 Increase the availability of developmental screening and referral processes in appropriate EC settings
  - 📄 4.1.2 Increase informed and effective formal (licensed) ECE for children with special health or developmental needs
  - 📄 4.1.3 Enhance research partnerships to study issues related to the utilization of the Colorado Child Care Assistance Program (CCCAP)
  - ✋ 4.1.4 Explore opportunities to increase access to mixed-delivery ECE with an emphasis on serving infants and toddlers
  - ✋ 4.1.5 Develop a policy analysis tool to examine how current and future programs and policies affect the availability of, or could prioritize funding for, infant care, with an focus on dual language learners, families living in poverty, families living in rural areas, and families who have children with special health or developmental needs
  - ✋ 4.1.6 Explore the potential of cross-training on ECE regulatory and policy changes with CDHS, ECCs, local regulatory entities, the Office of Economic Development, and professional associations
  - ✋ 4.1.7 Equip local and state business leaders and business support organizations with resources and knowledge to support ECE through the possibility of public-private partnerships

**Objective 4.2: Support Customer Affordability**
  - 📄 4.2.1 Develop streamlined policies and systems to support statewide CCCAP Contract for Slots implementation
  - ✋ 4.2.2 Expand and enhance affordable mixed-delivery pre-kindergarten for all Colorado 4-year-olds
  - ✋ 4.2.3 Analyze eligibility and family income thresholds to ensure equitable access to multiple services for families with young children

## GOAL 5: STRENGTHEN BUSINESS PRACTICES

**Objective 5.1: Advance Sustainable Business Practices**
  - ✋ 5.1.1 Explore how business consultants/navigators could address specific challenges to ECE pre-licensing and start-up requirements, and support starting and maintaining sound businesses with livable and sustainable wages

---

- 5.1.2 Develop an ECE business practices toolkit and provide training to formal (licensed) ECE home and center providers
- 5.1.3 Study and implement financing strategies to incentivize weekend and off-hours ECE and ECE for children with special health or developmental needs
- 5.1.4 Create a micro-grant program for formal (licensed) ECE home and center providers to support start-up costs, targeting providers in ECE deserts, and providers serving infants and toddlers or children with special health or developmental needs
- 5.1.5 Develop tools to inform and support the integration of ECE funding streams to providers and communities
- 5.1.6 Study the effect of local regulations on the availability of formal (licensed) infant and toddler ECE and family ECE homes

## GOAL 6: IMPROVE THE QUALITY OF ECE ENVIRONMENTS AND THE WORKFORCE

**Objective 6.1: Implement Quality Standards**
- 6.1.1 Update Colorado Shines Quality Rating and Improvement System (QRIS) to ensure alignment with best practices and an increased emphasis on cultural and linguistic responsiveness and inclusivity
- 6.1.2 Review key consultative roles, including the Expanding Quality in Infant Toddler Care (EQIT) Specialist Network, ECMHC, Colorado Shines QRIS Coaches, and Child Care Health Consultants, to ensure coordination and collaboration between roles
- 6.1.3 Build infrastructure through public-private partnerships to support and coordinate LENA Grow implementation across the state
- 6.1.4 Build relationships and infrastructure to pilot Filming Interactions to Nurture Development (FIND) Coaching, and explore opportunities to expand FIND through public-private partnerships

**Objective 6.2: Develop and Retain the Workforce**
- 6.2.1 Expand offerings of eLearning courses on the Colorado Shines Professional Development Information Systems (PDIS) and transcreate website and eLearning courses into Spanish
- 6.2.2 Provide Child Development Associate Credential (CDA) scholarships to increase access for under-resourced individuals (e.g., children with special needs) and more equitable access (e.g., geographic coverage and care for Spanish-speaking families)
- 6.2.3 Strengthen the Colorado Shines QRIS and EQIT Initiative coaching models through field-based supports
- 6.2.4 Explore reciprocity in credentials and licensures across states, beginning with those in Region VIII, and between countries, beginning with those countries with populations most present in Colorado, and provide supports for transcript review and other approval processes
- 6.2.5 Enhance the training alignment process to increase the number of trainings aligned with Colorado Competencies for Early Childhood Educators and Administrators

---

Strategies included in Preschool Development Grant Renewal Application
Strategies added as critical components of a robust early childhood system                4

📄 6.2.6 Train consultative support professionals to help formal (licensed) ECE providers determine referrals for Individuals with Disabilities Education Act (IDEA) Part C or Part B Section-619, and provide micro-grants for adaptive materials or facility changes to support greater inclusivity

✋ 6.2.7 Explore strategies to ensure worthy and livable compensation for ECE professionals

---

📄 Strategies included in Preschool Development Grant Renewal Application
✋ Strategies added as critical components of a robust early childhood system

---

## ADDITIONAL DETAILS

| |
|---|
| **GOAL 1: ALIGN AND COORDINATE SYSTEMS** *Colorado's birth through five early childhood care and education system is coordinated and aligned to enhance resources available to families and to improve the quality of relationships between families and providers.* |
| **OBJECTIVE 1.1: Make Data Informed Decisions** |
| **1.1.1 IT Solutions Roadmap**. Implement OEC's Information Technology (IT) Solutions Roadmap through a multi-phase plan that: supports collaboration and communication; standardizes design for accessibility and usability; and provides transparency and security for publicly available data. |
| **1.1.2 Data-Driven Decision Making.** Build a public-facing dashboard to support community-level information on the state of the local early childhood system and data-driven decisions. |
| **1.1.3 Workforce Data System Modernization.** Embark on data system modernization planning to address OEC business needs including stakeholder input, identification of needed improvements, quality assurance analyses, and the development of specific requirements for enhancement. |
| **1.1.4 EC Workforce LINC Project.** Use connected data from the CDHS, and the Colorado Departments of Higher Education (CDHE) and Labor and Employment (CDLE) through the Linked Information Network of Colorado (LINC) to gain a comprehensive picture of the ECE workforce. Develop a model to provide timely information on workforce demographics, turnover, wages, and educational pathways and disseminate to relevant local and state stakeholders. |
| **1.1.5 Unique Child Identifier.** Explore barriers and strategies to implementing a unique child identifier (per HB08 – 1364) to enable data informed decisions concerning child outcomes. Utilize the upcoming school readiness data pilot program with local school districts to explore existing or needed technologies and data sharing agreements and unique child ID implementation challenges. The pilot will provide a proof of concept system for more robust outcome data. |
| **1.1.6 EC Workforce Support.** Identify opportunities for supporting the broader early childhood (EC) workforce including home visitors, coaches, and mental health consultants. |
| **Objective 1.2: Ensure Coordinated Services** |
| **1.2.1 Coordinated Application & Navigation.** Research existing national and local models of coordinated enrollment/application and service navigation and identify recommendations for local implementation. |
| **1.2.2 Medicaid Billing Manual.** Develop a Medicaid billing process manual for Healthy Steps, Early Childhood Mental Health Consultation (ECMHC) and Parents as Teachers (PAT). Provide training and technical assistance around utilization. |
| **1.2.3 Health Promotion.** Promote integrated and preventative maternal and child physical, behavioral and oral health services. Exploring current models including Head Start and CDPHE's maternal and child health priorities such as increasing prosocial connection and social emotional well-being. |
| **1.2.4 Local Organizational Capacity.** Review the 2019 Early Childhood Council (ECC) and Family Resource Center (FRC) Organizational Capacity study. Through stakeholder workgroups identify, prioritize, and implement recommendations to increase the capacity of ECCs and FRCs and enable the provision of ECE and wraparound services to more underserved children and families. In 2022, expand the ECC triennial evaluation to include a cost analysis of the resources needed to fully fund the local system. |

---

| | |
|---|---|
| 🖐 | **1.2.5 Core Local Services.** Determine the core early childhood and family support services to be made available in each county and create a plan to address local service gaps. |
| 🖐 | **1.2.6 State Organizational Alignment.** Enhance ongoing coordination and collaboration across state agencies including CDHS, CDE, CDPHE, and HCPF. Identify opportunities to address systems and administrative barriers. |

| **Objective 1.3: Promote and Share Knowledge** | |
|---|---|
| 📄 | **1.3.1 Transitions Toolkit & Marketplace.** Create a transition plan toolkit and online marketplace for providers and educators to communicate with families. Engage families to determine appropriate communication strategies for families. |
| 📄 | **1.3.2 Transitions Roadmap.** The OEC and the CDE Preschool through Third Grade (P-3) Office will develop a B-5 transitions roadmap and identify the needed local training and tools for implementation. The roadmap will encompass support for children, including those with special health or developmental needs, their families, and ECE and K-3 professionals, as well as home visitors, early intervention, and ECMH professionals. |

| **GOAL 2:  INNOVATE SERVICE DELIVERY** | |
|---|---|
| *Early childhood care and education providers practice trauma-informed care, use practices informed by early childhood mental health, and incorporate inclusive practice as part of their service delivery.* | |

| **OBJECTIVE 2.1: Promote Mental Health and Well-Being through Early Identification and Consultation** | |
|---|---|
| 📄 | **2.1.1 Trauma-informed Care Training.** Offer Roots™, Branches and Seedlings trauma-informed training to ECMH professionals, community support providers, ECE Directors, and families. |
| 📄 | **2.1.2 Home Visiting for ECE Home Providers.** Continue the Home Visiting for Child Care Homes Pilot Program through 2020. Evaluate outcomes to inform practice and future expansion. |
| 📄 | **2.1.3 ECMHC practices**. Complete an ECMHC service delivery model evaluation to inform workforce standards, model-development, and quality improvement. |

| **OBJECTIVE 2.2: Promote Strong Relationships, Social and Emotional Development, Appropriate Nutrition and Physical Activity** | |
|---|---|
| 📄 | **2.2.1 Quality Nutrition in ECE Settings.** Coordinate with CDPHE and CDE to increase ECE provider participation in the Child and Adult Care Food Program and the National School Lunch Program. |
| 📄 | **2.2.2 Warmline & Telehealth.** Create an ECMHC warm-line and explore telehealth options for both families and early childhood professionals in underserved communities. |

| **GOAL 3: MAXIMIZE FAMILY KNOWLEDGE, ENGAGEMENT, AND SUPPORT** | |
|---|---|
| *Children and families that enter the system through one program are offered meaningful and relevant services throughout the system.* | |

| **OBJECTIVE 3.1: Connect and Empower Families using Culturally Responsive Practices** | |
|---|---|
| 📄 | **3.1.1 School Readiness Handbook.** Develop a school readiness/transitions handbook for families and informal EC caregivers to inform development. Implement a plan for dissemination and use including online and print distribution. |
| 📄 | **3.1.2 Growing Readers Together.** Implement a comprehensive and coordinated early literacy strategy with an emphasis on family engagement for preschool and K-3. The strategy will include the expansion of Growing Readers Together and the inclusion of state preschool in CDE's Early Literacy Grants. |

---

📄  Strategies included in Preschool Development Grant Renewal Application
🖐  Strategies added as critical components of a robust early childhood system

| | |
|---|---|
| 🗎 | **3.1.3 Early Literacy Grants.** To support all students in achieving reading competency the Comprehensive Early Literacy Grant Program will be expanded to ensure the essential components of reading instruction are embedded into public preschool through grade 3 instruction including universal, targeted and intensive interventions. |
| 🗎 | **3.1.4 Information Hub.** Consolidate parent-facing websites into a single online resource that will connect parents to information about ECE, developmental milestones, early screenings, and other programs and services. Utilize the ECLC Parent Council (see 3.3.1) to inform development. |
| ✋ | **3.1.5 No Wrong Door Campaign**. Support the continued implementation of the no-wrong-door strategy which ensures families can access information quickly, make timely connections, and receive support regardless of their initial program entry point. |
| 🗎 | **3.1.6 Early Learning and Development Guidelines.** Distribute the updated Early Learning & Development Guidelines print and online materials, including new videos on transitions and parents' experiences, to ECE providers, families and other caregivers. |
| ✋ | **3.1.7 Family Attitudes and Decision-Making.** Explore family opinions and decisions concerning quality ECE including the influence of Colorado Shines ratings on provider selection and considerations of reputation, cost and teacher training. |

| **OBJECTIVE 3.2 Provide Opportunities for Education, Employment, Housing, Financial and Legal Support to Contribute to Family Economic Security** | |
|---|---|
| ✋ | **3.2.1 ECLC Leadership Consideration.** The Early Childhood Leadership Commission (ECLC) will consider a leadership role for specific strategies and incorporate input from families and professionals. |

| **OBJECTIVE 3.3. Provide Inclusive Opportunities for Family Engagement and Leadership** | |
|---|---|
| 🗎 | **3.3.1 Parent and Stakeholder Engagement.** The ECLC will partner with the Colorado Head Start Association and the Head Start State Collaboration Office to recruit and convene a Parent Council for ongoing engagement and leadership. This effort will include ongoing coordination with the CDHS Family Voice Council. |
| ✋ | **3.3.2 Early Childhood Council Capacity.** Build Capacity of Local ECCs to engage family leaders, including consultation and engagement with local FRCs and Head Start programs to ensure families are empowered to become community leaders. |

| **GOAL 4: INCREASE MEANINGFUL AND EQUITABLE ACCESS**  *The amount of early childhood care and education programs available matches the demand for programs in age, type, specialized supports, and place.* | |
|---|---|
| **OBJECTIVE 4.1: Build Community Capacity** | |
| ✋ | **4.1.1 Developmental Screenings.** Increase the availability of developmental screenings and referral processes in appropriate settings where children are served. |
| 🗎 | **4.1.2 Inclusive ECE.** Increase the ability of ECE professionals to care for and educate children with delays or disabilities and to connect families to supportive services. |
| 🗎 | **4.1.3 Local Impacts Study.** Study local CCCAP and QRIS policies for the impact on providers and families, including how new reimbursement rate policies have impacted family participation and access to high quality ECE, and implement indicated changes. |
| ✋ | **4.1.4 Mixed Delivery Opportunities.** Explore opportunities to increase access to mixed delivery ECE with an emphasis on serving infants and toddlers. |

---

🗎   Strategies included in Preschool Development Grant Renewal Application
✋   Strategies added as critical components of a robust early childhood system

---

| | |
|---|---|
| ✋ | **4.1.5 Policy Analysis Tool.** Develop a tool to analyze how programs and policies affect the availability and funding of infant care and the equitable access for priority populations such as dual language learners, families living in poverty families living in rural areas, and families who have children with special needs. Explore processes to ensure relevant agencies and entities (e.g., ECLC, Colorado Municipal League, Colorado Counties Inc.) participate in policy analysis review. |
| ✋ | **4.1.6 Regulatory and Policy Cross-training.** Explore the potential for CDHS, ECCs, local regulatory entities, the Office of Economic Development, and professional associations to cross-train on ECE regulatory and policy changes. |
| ✋ | **4.1.7 Business Engagement.** Engage and equip local and state business leaders and business support organizations with the resources and knowledge they need to support ECE through public private partnerships. |

| | |
|---|---|
| **OBJECTIVE 4.2: Support Customer Affordability** | |
| 📄 | **4.2.1. Contracted Slots.** Develop policies and processes to support county implementation of CCCAP Contract for Slots to support an increase in local access to high quality ECE. |
| ✋ | **4.2.2 Pre-kindergarten.** Expand and enhance affordable pre-kindergarten for all Colorado 4-year-olds. |
| ✋ | **4.2.3 Access thresholds.** Analyze eligibility and family income thresholds across multiple early childhood services to support more consistent, equitable access. |

| | |
|---|---|
| **GOAL 5: STRENGTHEN BUSINESS PRACTICES** *Colorado's mixed-delivery system is supported by strong and sustainable business models.* | |
| **OBJECTIVE 5.1: Advance Sustainable Business Practices** | |
| ✋ | **5.1.1 Pre-Licensing and Start-Up.** Explore challenges to ECE pre-licensing and start-up and investigate how business consultants could support start-ups through technical assistance on launching and sustaining a financially sound ECE program with livable wages. |
| 📄 | **5.1.2 Business Practices.** Provide the series, "Strengthening Business Practices for Child Care Programs," to strengthen foundational knowledge of sound fiscal management and business operations. Develop a business resource toolkit to accompany the training series. |
| ✋ | **5.1.3 Financing Strategies.** Study and implement financing strategies to incentivize weekend and off-hours services and ECE for children with special needs*.* |
| 📄 | **5.1.4 Micro-grants.** Provide ECE micro-grants to support start-up costs, targeting providers in child care deserts and those serving infants, toddlers or children with special health or developmental needs. |
| 📄 | **5.1.5 Integrated Financing.** Develop tools to inform and support the integration of ECE funding streams (CCCAP, CPP, Head Start, etc.) and provide guidance on blending and braiding funds. |
| ✋ | **5.1.6 Local regulations.** Study the effect of local regulations on the availability of infant, toddler, and family ECE homes, including minimum wage thresholds. |

---

---

**GOAL 6: IMPROVE THE QUALITY OF ECE ENVIRONMENTS AND THE WORKFORCE**
*Formal ECE providers are rated Colorado Shines Levels 3-5, a quality rating system based on the most recent research to reflect outcomes. Colorado recruits and retains a qualified and diverse EC workforce. Informal ECE providers and families have access to professional development, training, and other resources to provide appropriate, responsive care that supports optimal child development and social emotional growth*

**OBJECTIVE 6.1: Implement Quality Standards**

📄 **6.1.1. Colorado Shines Updates.** Continue to retool the Colorado Shines Quality Rating and Improvement System (QRIS) for the Environmental Rating Scale 3 (ERS 3) and implement other tools. Support more ratings, including alternative pathways, through an increase in rating assessors. Incorporate stakeholder workgroup findings into the QRIS Framework, including an increased emphasis on cultural and linguistic responsiveness. Complete a validation study in 2022.

📄 **6.1.2. Consultative Roles Alignment.** Review key consultative roles, including Expanding Quality in Infant Toddler Care (EQIT) Specialist Network, ECMH Consultants, Colorado Shines QRIS Coaches, and Child Care Health Consultants, to ensure coordination and collaboration between roles. Identify qualifications and ongoing professional development supports to ensure individuals are equipped to support quality practices within licensed ECE.

📄 **6.1.3 LENA Grow.** Build infrastructure through public-private partnerships to support and coordinate LENA Grow implementation across the state.

📄 **6.1.4 FIND Coaching.** Pilot Filming Interactions to Nurture Development (FIND) Coaching, exploring opportunities for expansion through public-private partnerships.

**OBJECTIVE 6.2: Develop and Retain the Workforce**

📄 **6.2.1 PDIS.** Re-platform the Colorado Shines Professional Development and Information System (PDIS) to improve user experience, enhance data collection, and enable transcreation of the site into Spanish. Add 24 eLearning course hours based on identified needs.

📄 **6.2.2 CDA Credential.** Provide Child Development Associate (CDA) Scholarships to 250 ECE professionals, targeting areas with known workforce shortages. Add CDA professional development specialists.

📄 **6.2.3. Coaching.** Pilot a state ECE coaching model including Colorado Shines QRIS and EQIT. Increase staff to meet the needs of known coaching deserts and provide additional meetings and formal supports for coaches. Update courses, transcreate materials, and explore a telehealth approach to coaching.

✋ **6.2.4 Reciprocity.** Explore Reciprocity in credentials and licensure across states (starting with Region VIII) and countries (starting with countries with the highest migration to Colorado), and provide supports for review of transcripts and other approval processes.

📄 **6.2.5 ECE Competencies.** Enhance the training alignment process to increase the number of trainings aligned with Colorado Competencies for Early Childhood Educators and Administrators.

📄 **6.2.6 Consultative Support.** Train Consultative Support Professionals to help providers make referral determinations concerning IDEA Part C or Part B. Provide ECE micro-grants to purchase adaptive materials or make facility changes to support greater inclusivity.

✋ **6.2.7 Compensation.** Explore strategies to ensure worthy and livable compensation for ECE professionals. Work to enhance compensation, including benefits, and create compensation parity across settings, sectors, and age of children served.

---

📄   Strategies included in Preschool Development Grant Renewal Application
✋   Strategies added as critical components of a robust early childhood system

2020 Legislation & Budget Items of Relevance to Early Childhood
Updated December 2, 2019
Contact: Bill Jaeger, bill@coloradokids.org, (720) 552-0002

| | Domain of EC Framework | Topic | Legislation needed? | Gov's Budget Request? | Sponsors | Cost ($M) | Fund Source | Summary |
|---|---|---|---|---|---|---|---|---|
| 1 | ELD | CPP expansion | Yes | CDE R-06 | TBD (Usually done in the School Finance Act) | 27.60 | General Fund | 6,000-6,515 new CPP slots to fund 50% of eligible CPP population (29,360 --> 35,875 slots) |
| 2 | ELD | EC Facilities | Yes | CDE R-11 | TBD | 10.0 | Cash Fund (existing BEST funding) | Earmarks $10M existing BEST funding for preschool facilities for Colorado school districts and community-based organizations to expand buildings for quality ECE (7-10 grants per year) |
| 3 | ELD | EC Educator tax credit clean-up | Yes | No | Wilson & Buckner/Todd & Priola | $100K+ for DOR, $5.3M revenue loss | General Fund | Due to a drafting error, enacting clause of HB 19-1005 needs to be cleaned up to trigger its enactment in 2020 |
| 4 | ELD | ECE Workforce | ECSRLC Bill 1 | Aligns w/ CDHS R-08, CDHE R-09, CDHE R-10, CDLE R-01, CDE R-05, CDHE R-04 | Sirota & McCluskie, Wilson (Possibly)/Story & Pettersen | 1.00 | General Fund | Streamlines pathways to classroom, expands concurrent enrollment/CTE, establishes scholarship & grant program at CDHS for recruitment & retention, establishes apprenticeship program at CDLE |
| 5 | ELD | ECE Scholarships | No, but ECSRLC Bill 1 is aligned | CDHS R-08 | N/A | 0.60 | $500K GF, $100K FF (CCDF) | Covers 645 TEACH scholarships per year |
| 6 | ELD | ECE Scholarships | No, but ECSRLC Bill 1 is aligned | CDHE R-09 | N/A | 4.31 | General Fund | Students pursuing ECE credentials, associate's, B.A.'s at public Colorado IHEs eligible to fill gap in need-based aid; Decreases over time as loan forgiveness ramps up |
| 7 | ELD | Loan forgiveness for EC educators | Yes | CDHE R-10 | TBD | 0.54 | General Fund (increases to $2M in FY 2024-25) | 50 ECE AAs, 50 BAs currently employed would be eligible for $3K for AA annually for up to 4 years, $5K annually for BA for up to 5 years |
| 8 | ELD | ECE apprenticeships | No, but ECSRLC Bill 1 is aligned | CDLE R-01 | N/A | 1.20 | Cash Funds ("Employment Support Fund") | Expands work-based learning activities, including a call-out for early care and education |
| 9 | ELD | Concurrent enrollment | Yes | CDE R-05 | TBD | 0.54 | General Fund | 6 pilots for at least 15 students per school district = 90 students with a pathway via concurrent enrollment and apprenticeship programs while in HS to become educators (e.g., program at CCSD and UCD); specifically recognizes preschool |
| 10 | ELD | Work-based learning | Yes | CDHE R-04 | TBD | 0.2 | General Fund | Academic credit for prior learning contract for expertise and project management to adopt and change policies |
| 11 | ELD | Infant & Family child care plan | Yes | No | TBD | TBD | TBD | Regulatory and public investment changes to support family and infant care based on SB 19-063 report due Dec. 1, 2019 |
| 12 | ELD | FFN & family outreach | Yes | No | Wilson & McCluskie/Story | 0.34 | General Fund | HOME Act: build public awareness of kindergarten entry expectations; workshops on best practices, and how to become licensed/start an ECE program |
| 13 | ELD | ECE quality improvement | No, but ECSRLC Bill 3 is aligned | CDHS R-01 | N/A | 5.60 | 2.81M GF, 2.81 FF (CCDF), 7.2 FTE | 1,000 programs per year, includes quality improvement, $1.5M to ECCs for outreach and QU, TA for navigating QI |
| 14 | ELD | ECE quality improvement | ECSRLC Bill 3 | Aligns w/ CDHS R-01 | McCluskie & Wilson/Story | 2.50 | General Fund | Quality improvement for L1-L2, Sustain quality for L3-L5, ECC plans for outreach |
| 15 | ELD | CCCAP reform | No | Aligns, in part, with CDHS R-03 | N/A - Regulatory | 0.00 | N/A | Change absence policy to require a floor number of absences and improve registration payment policies |

2020 Legislation & Budget Items of Relevance to Early Childhood
Updated December 2, 2019
Contact: Bill Jaeger, bill@coloradokids.org, (720) 552-0002

| 16 | ELD | CCCAP increase | No | CDHS R-03 | N/A | 6.76 | 940K GF, 2.67M CF (county MOE), $3.13 FF (CCDF) | Increase to keep up with inflation, increase in quality providers, and payment for 2-3 absences per month (per federal regs) to keep serving 28,662 children (9% of eligible). |
| 17 | ELD | CCCAP funding change | No | CDHS R-27 | N/A | -1.5 | Federal Funds (CCDF) | Underspent line being reassigned to aligned CCDF allowed uses |
| 18 | ELD | CCR&R funding change | No | CDHS R-31 | N/A | -0.6 | -$315K GF, -$315K FF (CCDF) | Eliminates CCR&R funding since there is now a call center and cuts to ECCs for this work are backfilled by CDHS R-01 for outreach and quality improvement |
| 19 | ELD | Home visiting | No | CDHS R-09 | N/A | 0.52 | General Fund | Healthy Steps (+320 children at 4 sites) and HIPPY (+40 children at 2 sites); Results First: HS saves $2.60 for each $1 invested and HIPPY saves $6.10 for each $1; Annualizes to $589K |
| 20 | ELD | Home visiting | Yes | No | Fields | TBD | General Fund | Establishes a state policy infrastructure to distribute funds for home visiting programs that meet certain standards and funding for intermediaries to support implementation |
| 21 | ELD | Child care tax credit | Yes | No | Benevidez | 2.0 | General Fund | Ramps up to $4M; addresses cliff in low income child care expenses tax credit by raising income threshold to $35K. Was supported by tax expenditure interim committee 6-0 but did not advance as a top 5 bill for them. Individual legislators may carry it in the session. |
| 22 | ELD | K-12 funding | Yes | CDE R-01 | TBD (School Finance Act) | 111.0 | $7.4M GF, $103M CF (SEF) | BS factor reduced to 6.4% of total program (from 7% this year, and 16% in 2012-13) with $40M above mandated A23 increases; leaves $140M in SEF at end of FY20-21 |
| 23 | Health | EC Mental Health | Yes | No | McCluskie/Story, Pettersen | 0.1 | General Fund | Ramps up evaluation costs to allow ECMHC to be on a path to evidence based of up to $420K in year 3; establishes ECMH Consultation program model, quality standards, certification, analysis, and evaluation |
| 24 | Health | Early Intervention | No | CDHS R-02 | N/A | 3.2 | General Fund | Caseload growth of 3.7% for 361 infants/toddlers/families. We must avoid a wait list to avoid cuts to federal funding. Strong evidence base that EI reduces later costs. |
| 25 | Health | Early Intervention | Yes | No | TBD | 2.5 | General Fund | Possible transfer EI evaluations from CDE to CDHS |
| 26 | Health | Immunizations | No | CDPHE R-02 | N/A | 2.5 | General Fund | Improving vaccination rates via outreach and education; media campaign, grant program for LPHAs to implement mobile clinics, reminder notifications, data accuracy, incentives |
| 27 | Health | Health coverage | No | HCPF R-03 | N/A | 25.0 | General Fund | Backfill declining federal match for CHP+ |
| 28 | Family Support | Paid Leave | Yes | No | Winter/Gray | TBD | TBD | FAMLI Act |
| 29 | Family Support | Paid Leave | No | DPA R-01 | N/A | 5.6 | General Fund | Establish paid leave for state employees for 8 weeks for child, aging partner, or parent |

# Department Updates-ECLC Meeting December 19, 2019

## Colorado Department of Higher Education (CDHE):

The CDHE is preparing to launch our Educator Loan Forgiveness Program (ELFP). 100 educators will have up to $5,000 of their loans paid for up to 5 years (totaling a possible $25,000). Educators include principals, special service providers, and teachers – to include P-3 teachers in school districts or BOCES. Each year a new cohort of 100 educators will be added. Priority will be given to educators in high-need content areas in rural settings. For more information, visit the ELFP website.

## Colorado Department of Education (CDE):

**Preschool through Third Grade Office**

**Colorado Preschool Program**

- **CPP Positions**

  - HB 19-1262 which provided funding for full day kindergarten, freed up 5,586 CPP Early Childhood At-Risk Enhancement (ECARE) positions, which were being used to fund full-day kindergarten.  All of these positions were permanently reallocated to districts through an expansion application process.  1,850 positions were returned by districts during the fall pupil count and were reallocated to other districts that were already serving eligible children. This means that all 29,360 CPP funded positions were utilized. Reasons for returned positions during the fall pupil count include inability to expand programs as quickly as anticipated, inability to hire qualified personnel, and challenges outreaching to eligible families in time for the fall enrollment period. CDE staff continue to work with districts to ensure they are working with as many non-public school partners as have interest in serving eligible children and can meet the program requirements.

- **Inclusive Practices**

  - CDE is working with a vendor to learn more about inclusive preschool practices for preschoolers with Individualized Education Programs (IEPs) across the state. The University of Denver worked with a nationally funded technical assistance center to develop Indicators of Inclusion for practitioners, programs, and states and CDE is contracting with them to develop the indicators into survey and interview formats to review of the status of high quality inclusive practices. This information will inform CDE technical assistance and professional learning in the future.

- **EIEA Work**

- o The Department of Education and the Department of Human Services recently agreed with a stakeholder group to recommend that the Joint Budget Committee consider legislation to transition the administration of infant and toddler Early Intervention evaluations to the Office of Early Childhood. Subsequent to this agreement, the Governor's Office has asked the Departments to consider recommending legislative and budgetary changes during the 2021-2022 budget cycle and the 2021 legislative session because of the budgetary impact of the recommendations, the timing of the recommendations, and the intended implementation date. If legislation is initiated and is successful in the 2021 session, it is anticipated that the transition date would occur in July 2022. The Departments continue to work together during the interim to ensure that families have access to timely and high quality evaluations to establish eligibility for Early Intervention.

**Data and Decision Sciences Team**

- **2019 Kindergarten School Readiness data collection**

  - o To date 93.4% (170 of 182) of districts/organizations have finalized data.

    - Data from 61,026 kindergarteners have reported so far

    - Of these, 65.5% are meeting 5 of 6, or 6 of 6 domains

    - This could shift negligibly as the remaining districts finalize their data

- **Results Matter Assessment Review**

  - o The P-3 Office at CDE will be releasing a vendor solicitation for preschool assessment tools to be considered for the Results Matter assessment menu. Results Matter assessments drive instructional planning and reporting for the Colorado Preschool Program and preschool special education. Submissions will be accepted and reviewed in early 2020 (specific dates TBD). More information on selection criteria for Results Matter assessment tools is available on the CDE Website.

- **Completion of the National Institute for Early Education Research (NIEER) State of Preschool Yearbook survey**

  - o Each year NIEER works with states to get information for their annual yearbook

  - o All of Colorado's responses have been submitted. We do not yet know when NIEER will publish this year's Yearbook publication, although historically it's been released in mid-April.

*CDE welcomed Megan Rogers as our new Kindergarten School Readiness Specialist. Megan will be working closely with districts to support kindergarten transition practices. She will also be partnering with CDHS to collaborate on school readiness initiatives.*

**Literacy Team**

- The literacy team is completing reviews of instructional programs that seek to be included in the READ Act Advisory list. After this review the team will be reviewing all professional development programs.

- Revisions to the READ Act rules will be heard in January of 2020.

1. **Colorado Department of Human Services (CDHS):**
   The Office of Early Childhood is excited to share that Colorado received notice of our Preschool Development Grant renewal! Final awards will be determined by Friday, December 20. Our anticipated award is $11,171,969 per year, over three years. More information to come, after details are confirmed.

2. The Colorado Office of Early Childhood's Joint Budget Committee (JBC) hearing will be held on Friday, December 20. The office will be making eight budget requests during this hearing:
   - *Comprehensive Approach to Improving Child Care Quality -* $5,619,496 total funds, including $2,809,748 General Fund and $2,809,748 federal funds and 7.2 FTE
   - *Early Intervention Caseload Growth* - $3,231,940 total funds/General Fund
   - *Colorado Child Care Assistance Program Direct Services -* $6,762,446 total funds, including $940,292 General Fund, $2,666,581 cash funds, and $3,155,573 federal funds
   - *Scholarships for Early Childhood Education Professionals* - $600,000 total funds including $500,000 General Fund and $100,000 federal funds and 0.9 FTE
   - *Expansion of Evidence-Based Home Visiting* - $521,605 total funds/General Fund and 0.9 FTE
   - *Records and Reports Fund Adjustments -* $648,048 total funds, including $422,847 General Fund and $225,201 cash funds and 6.0 FTE
   - *Redirect Intrastate Redistribution Funding -* A reduction of $1,500,000 total funds/federal funds
   - *Increased Efficiency of Resource and Referral Program Funding -* A reduction of $630,350 total funds including reductions of $315,175 General Fund and $315,175 federal funds

3. The final report for Senate Bill 19-063 is now available. Senate Bill 19-063 required the Department of Human Services, in consultation with the ECLC and various stakeholders, to study reasons for the declining availability of family child care homes and infant child care. Following this study, a Strategic Action Plan with recommendations to address the shortages was drafted and submitted to the legislature on December 1, 2019. The final report can be viewed on the Colorado Office of Early Childhood website here (https://sforce.co/2YZP3mn), or the ECLC website here (https://bit.ly/2r6EuRU).

4. The Department of Education and the Department of Human Services recently agreed with a stakeholder group to recommend that the Joint Budget Committee consider legislation to transition the administration of infant and toddler Early Intervention evaluations to the Office of Early Childhood. Subsequent to this agreement, the Governor's Office has asked the

Departments to consider recommending legislative and budgetary changes during the 2021-2022 budget cycle and the 2021 legislative session because of the budgetary impact of the recommendations, the timing of the recommendations, and the intended implementation date. If legislation is initiated and is successful in the 2021 session, it is anticipated that the transition date would occur in July 2022. The Departments continue to work together during the interim to ensure that families have access to timely and high quality evaluations to establish eligibility for Early Intervention.

5. The Colorado Department of Human Services announced the See Me campaign on December 11. The new campaign is aimed at overcoming the stigma associated with mental health conditions and addiction. The campaign is designed to complement the work of the Colorado Behavioral Health Task Force and provide an opportunity for all Coloradans to take action in support of behavioral health system reform. More information about the campaign and ways to get involved can be found at seemecolorado.com.

## Colorado Department of Health Care Policy and Financing (HCPF):

As of November 2019, the Department's enrollment in Health First Colorado (Colorado's Medicaid Program) is 1,213,074, of which 527,427 are kids age 20 and younger. The Department's enrollment in Child Health Plan *Plus* (CHP+) is 75,412 kids and 862 pregnant women.

## Colorado Department of Public Health and Environment (CDPHE):

Updates from Violence and Injury Prevention, Mental Health Promotion Branch

Essentials for Childhood/Overdose Data to Action Grant Collaboration

The Centers for Disease Control and Prevention recently awarded the Violence and Injury Prevention - Mental Health Promotion Branch an Overdose Data to Action Grant to prevent opioid overdoses across the lifespan. A component of this grant focused on funding innovative strategies. Colorado proposed enhancing the Essentials for Childhood - economic security strategy - in the innovative section and received $150,000 per year for three years to expand this project. This funding will support the five EFC pilot counties in Mesa, Montezuma, Morgan, Denver, and Kiowa/Prowers to identify system barriers to WIC, SNAP, and CCCAP. The aim of this strategy is to prevent child abuse and neglect, which is an adverse childhood experience linked to substance use, including opioid overdose.

CARENetwork

CDPHE executed a contract with the Kempe Center for the Prevention and Treatment of Child Abuse and Neglect to implement with the Child Abuse Response and Evaluation Network (CARENetwork) as a result of HB13-1133. Kempe Center received more than $500,000 to:

- Train health care providers to perform screenings for suspected cases of child physical or sexual abuse or neglect.

- Develop standards, ensuring health care providers work together with other people or groups serving families in their communities.

- Develop a streamlined referral process for health care providers to ensure coordinated hand-offs to other groups in the community that offer additional support programs.

- Support health care providers to collaborate with local programs to address the health and social needs of children and families in their communities.

- Train health care providers to identify signs that families are more or less likely to experience child abuse and neglect, including ways that families and communities can protect against abuse and neglect.

CDPHE and Blueprint to End Hunger

As part of the work of the Colorado Blueprint to End Hunger, we've been trying to fill gaps in resources and networks that can help to end hunger in our state. Early work on the Blueprint identified SNAP and WIC marketing materials as a need for many organizations that serve families and individuals who could benefit from the programs. To try and remedy this, we've developed some basic assets to help people who need the help take the initial steps toward receiving it. CDPHE, along with CDHS and other state agencies and organizations, has been very involved in this work.

The posters, postcards, flyers and social media graphics help market SNAP are free on the Blueprint website. You can download them and use them as they are or edit them to meet your needs. They are available in English and Spanish. If your organization needs support for printing these resources, the Blueprint can help. In January 2020, we will add WIC marketing resources to the list as well.