

ECLC

Early Childhood Leadership Commission

February 27, 2020

Health Care Policy & Financing

303 East 17th Avenue, Denver,

11th Floor Conference Room



Welcome and Introductions



Business Meeting

Business Meeting

- Welcome New ECLC Members
- 2019 ECLC Annual Report Reception-
Review and Debrief
- Approve December 19, 2019 Meeting
Minutes



Overview of CDHS Statewide Waiver

Teresa Ribble, Office of Early Childhood

CDHS Provisional ECT- CDA Waiver

February 2020
Teresa Ribble

Provisional ECT–CDA Waiver

On November 1, 2019, the Division of Early Care and Learning launched a state–wide waiver process for rule 7.7.02.44.A.1.g in the “Rules Regulating Child Care Centers” to help address the current early childhood teacher shortage.



COLORADO
Office of Early Childhood
Division of Early Care & Learning

Provisional ECT–CDA Waiver

This waiver allows for a Provisional Early Childhood Teacher (P–ECT) for a period of up to 12 months, to act as an Early Childhood Teacher (ECT) while working on obtaining a nationally recognized CDA credential and becoming fully ECT qualified.



Provisional ECT–CDA Waiver

The waiver is granted when programs have submitted a Provisional ECT application, a facility agreement to participate form, and meet specific requirements.



COLORADO
Office of Early Childhood
Division of Early Care & Learning

Provisional ECT–CDA Waiver

During the waiver period, the facility will provide the P–ECT with additional supports, enhanced internal coaching and mentoring together with classroom observations and reflective supervision discussions.



Provisional ECT–CDA Waiver

Once the participant has successfully completed the CDA program and has been granted their certificate, this person will be ECT qualified in Colorado as well as other states as the CDA is a nationally recognized program.



COLORADO
Office of Early Childhood
Division of Early Care & Learning

Provisional ECT-CDA Requirements

- ▶ **The participating facility must meet the following requirements:**
 1. The facility must be a Colorado licensed center and/or preschool in good standing (not on probation) with CDHS.
 2. The facility must hold a Colorado Shines quality rating level 3-5.
 3. The center must participate in the Colorado Child Care Assistance program.



Provisional ECT–CDA Facility Agreement Terms

4. The participating facility signs an agreement with the Department consenting to the listed terms.
 - ▶ The participant must be enrolled and actively participating in a nationally recognized CDA program (Gold Seal preferred).
 - ▶ The participant may only work in either a toddler, preschool, or school age classroom.



Provisional ECT–CDA Facility Agreement Terms

- ▶ The participant must have successfully completed all background checks and all mandatory trainings required by child care licensing.
- ▶ The P–ECT needs to complete the Provisional ECT Professional Development Plan detailing the actions needed to obtain their CDA credential and becoming ECT qualified.
- ▶ The Director/Asst Director must complete the Provisional ECT Observation documentation forms, keep it updated and available for licensing.



Provisional ECT–CDA Facility Agreement Terms

- ▶ For the first 8 weeks, the P–ECT must have another staff person (minimally aide qualified) present during all times that would otherwise require a fully qualified ECT.
 - The P–ECT must be observed by a member of management at varying times of the day for a minimum of 30 minutes per week.
 - The P–ECT meets once a week with a member of management for 30 minutes for reflection, debriefing, and support/feedback.



Provisional ECT–CDA Facility Agreement Terms

- ▶ Beginning month 3 until ECT qualifications are met or the expiration of the waiver period:
 - The P–ECT must be observed by a member of management at varying times of the day for a minimum of 30 minutes once per month.
 - Additionally, the P–ECT meets once a month with a member of management for 30 minutes for reflection, debriefing, and support/feedback



Notification

- ▶ Notification is sent to the facility, the P-ECT, and the assigned licensing specialist via email when the Department has reviewed the necessary forms and has either approved or denied the waiver request.



Verification

- ▶ A copy of the assigned agreement along with the P-ECT approval letter is sent out with the notification along with sample observation and reflective supervision forms. Thus when a specialist is conducting a visit, they can verify that the observation and reflective supervision documents are being updated and the facility is acting in accordance with the agreement.



Provisional ECT-CDA Classroom Limitation

- ▶ Only 50% of each age group classroom with enrolled and attending children within the participating facility may be assigned a Provisional ECT.



One Year Agreement

- ▶ The P-ECT letter is in effect for one year and no extensions will be granted after the letter expires.



Facility Check In Timelines

- ▶ Around 6 months after the issuance of the P-ECT letter, the Department will be checking in with the facility and the P-ECT to receive status updates on the P-ECT's progress, identify successes, barriers, and to give the reminder about scheduling the CDA observation and exam.



Facility Check In Timelines

- ▶ The Department will conduct an additional check in with the facility close to the end of the waiver period to identify if the individual received their CDA credential or if the individual is even still in the early childhood field.
- ▶ The Department will use this data to determine whether this waiver is a sustainable alternative pathway.



Current Data Results

- ▶ Since the launch of this waiver, we have currently 20 facilities participating with 26 active Provisional ECT's in those facilities.



COLORADO
Office of Early Childhood
Division of Early Care & Learning

Questions???

- ▶ Interested facilities can email their questions or inquires to cdhs_oec_ectq@state.co.us.



COLORADO
Office of Early Childhood
Division of Early Care & Learning



Early Childhood Council Waivers

Kristina Heyl

Early Childhood Council Waivers

- Waiver #18-02 Denver Early Childhood Council
- Waiver # 18-01 Early Childhood Council of Larimer County
 - Discuss #18-01 Waiver Extension Application
- ACTION: Vote on Waiver Extension Application



DENVER'S EARLY CHILDHOOD COUNCIL

Waiver 18-02 Update
ECLC Presentation
2.27.2020

Looking Back

HOW & WHY WE DESIGNED OUR WAIVER

Waiver Strategies

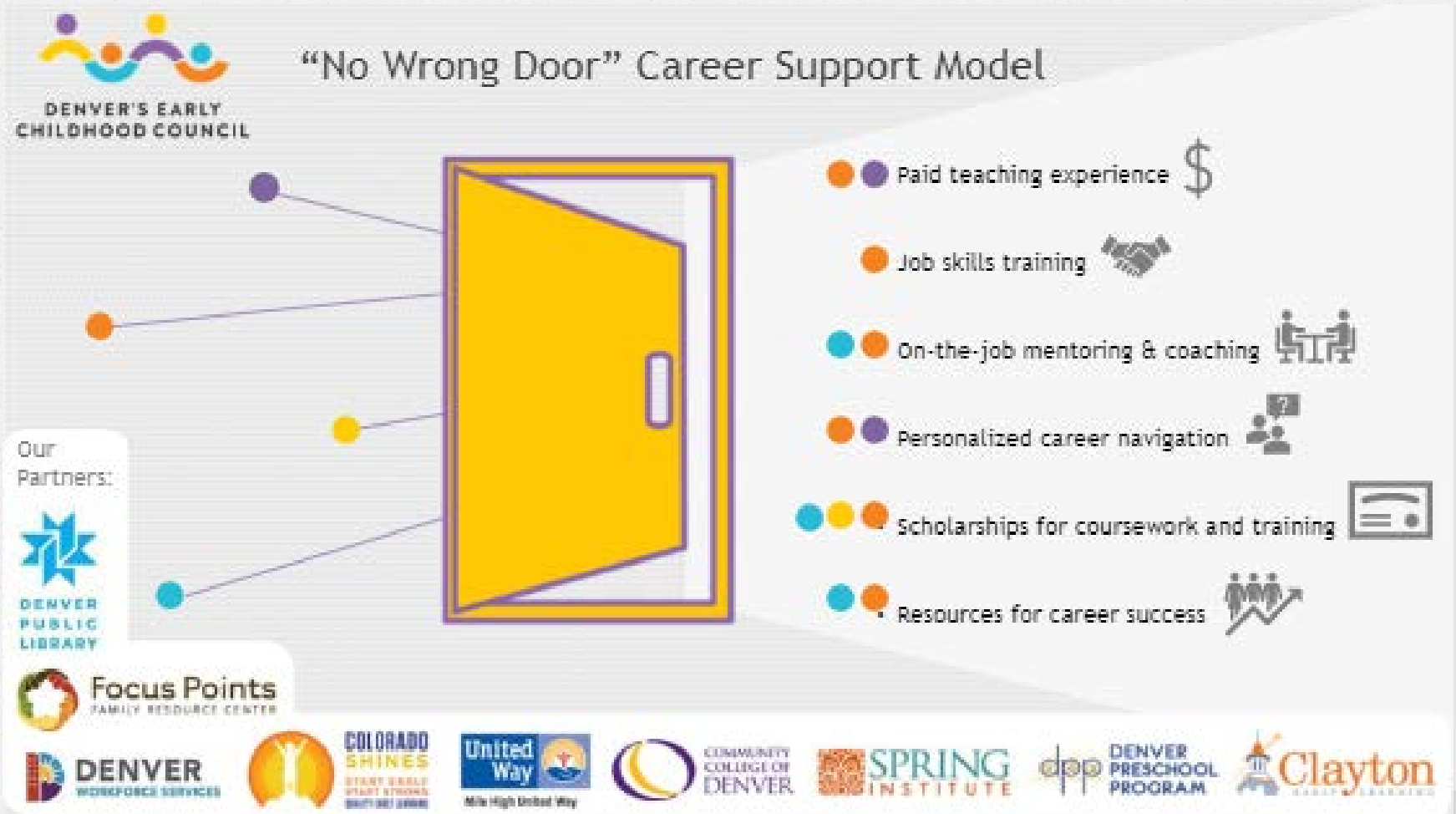
A pilot program to demonstrate:

- Quality of experience matters
- Reinforce and extend learning that occurs in academic and training settings
- Envision full career potential
- Leverage existing local resources
- Focus on competency
- Feedback loops and ongoing learning

Waiver 18-02 Milestones

- Work experience in a high-quality early learning program
- College coursework/approved training
- Coaching, mentoring, and reflective supervision
- PD plan and ongoing career navigation
- Competency-based exit assessment

2019-20 Model at a Glance

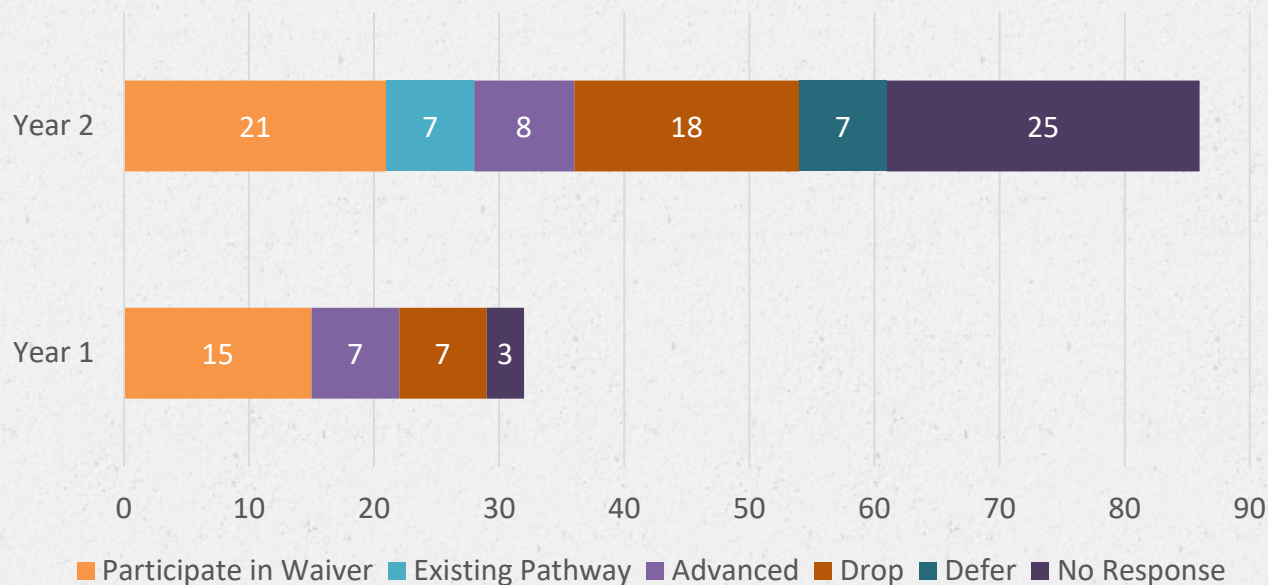


How did it go?

LET'S LOOK AT THE DATA!

Interest Level

119 Applications submitted over 3 rounds!

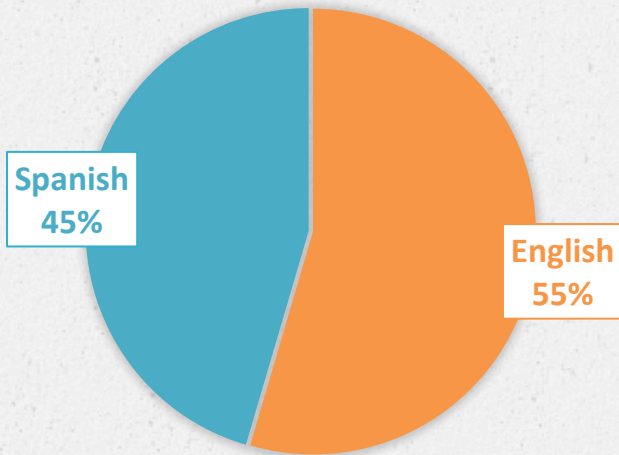


The word is getting out!

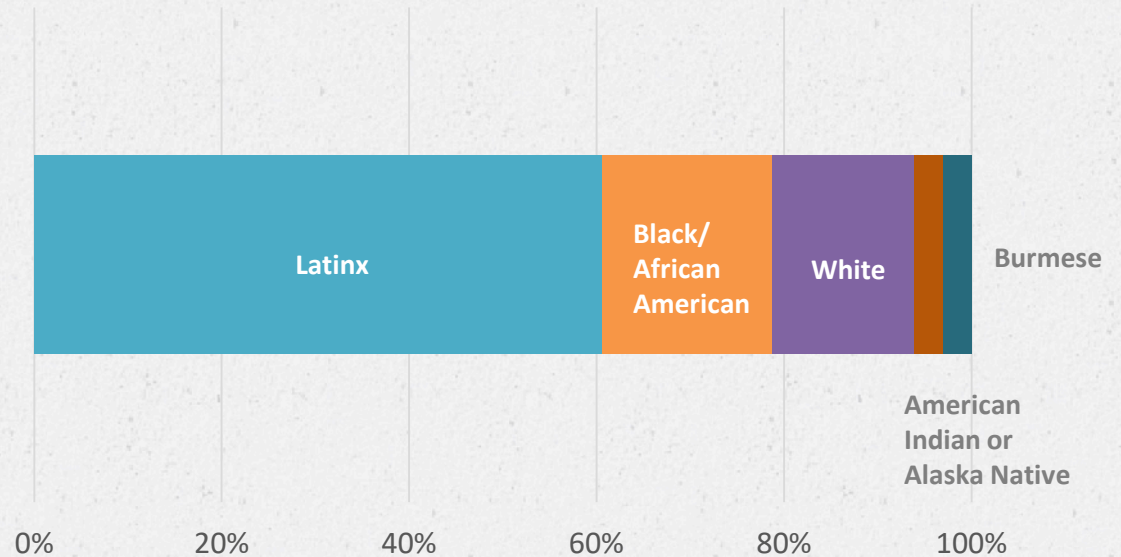
- We saw a 50% increase in applications in year 2
- 40% of year 1 applicants heard about the program through one-on-one, in-person referrals. In year 2 that number jumped to 75%, including from year 1 alumni!

Who Participated?

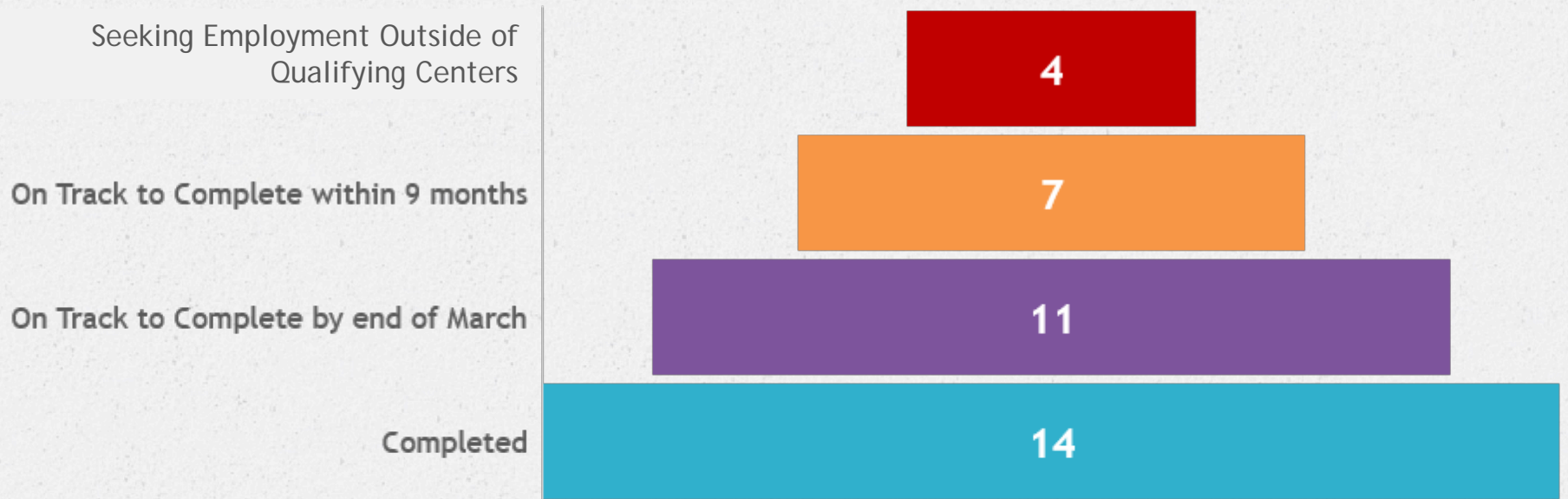
Preferred Language



Race/Ethnicity



Completion



What did we learn?

THE GOOD, THE BAD, AND THE EQUITY

Successes

- Comparable teacher preparation
- Power of career navigation
- Incentive for quality
- Tool to empower

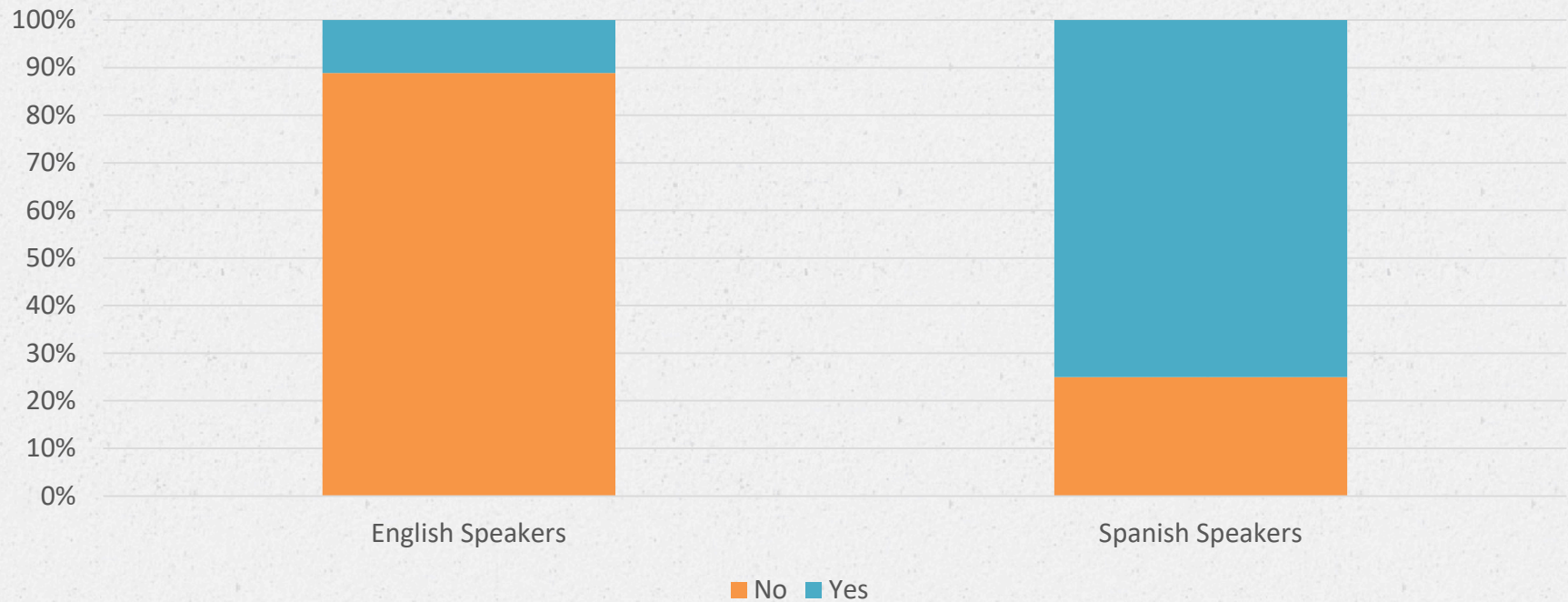
Barriers

- Higher education
 - Previous debt
 - Complicated steps to entry
 - Scholarships alone are not enough
- Complexity of pathways
- Inequities within the system

A closer look at inequitable systems...

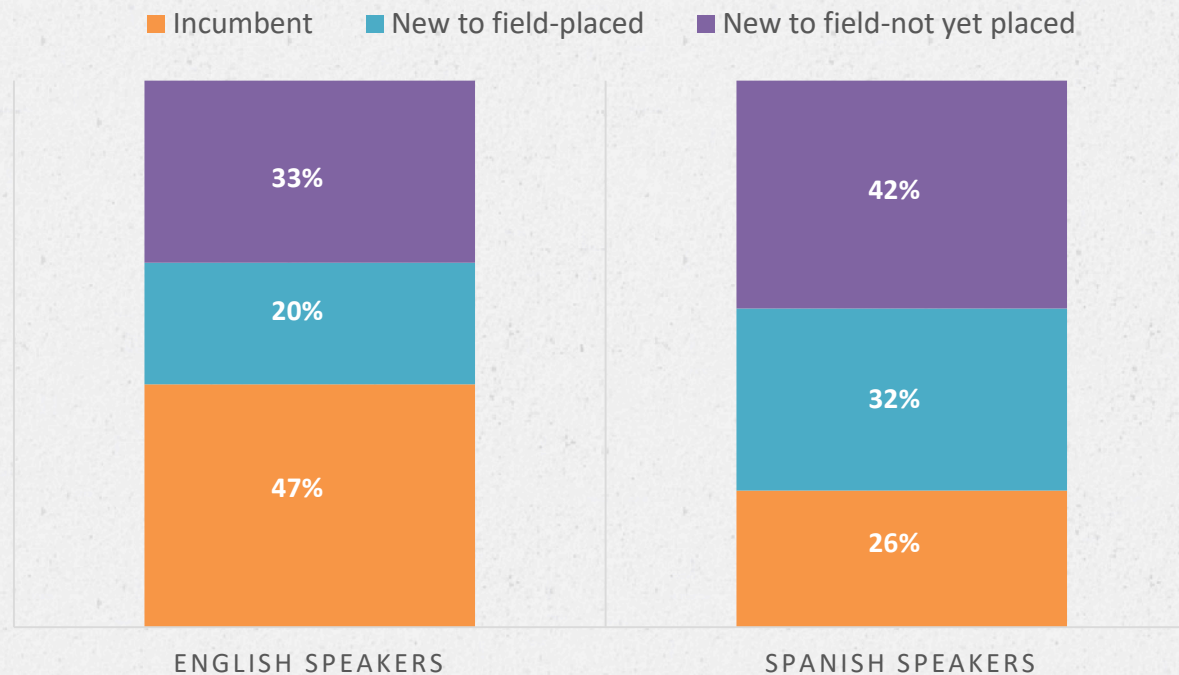
Navigating higher ed and financial support

Start Pathway in Community Training



A closer look at inequitable systems...

Finding work placements



A closer look at inequitable systems...

- Accessing ECE system
 - Pre-service training
 - Transcript translation
- Exacerbates existing systemic barriers

Big Take- Aways

We need to address inequitable systems...

Strategies to support:

- Career navigation
- Focus on on-the-job competency building

Kelly Bowes
kellyb@denverearlychildhood.org

Erin Gager
erin@denverearlychildhood.org

Megan Bock
megan@denverearlychildhood.org

303.297.1800

Thank You

Early Childhood Council Waivers

- Waiver #18-02 Denver Early Childhood Council
- Waiver # 18-01 Early Childhood Council of Larimer County
 - Discuss #18-01 Waiver Extension Application
- ACTION: Vote on Waiver Extension Application

Larimer Provisional Early Childhood Teacher (P-ECT) Waiver

Overview

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

Larimer P-ECT Waiver

In 18 months....

- 28 eligible programs at Level 3-5, who are not school district sites
- 11 child care programs have signed agreements
 - 4 sites have used waiver = 14%
- 7 total P-ECT's
 - 2 currently active
 - 1 completed waiver and full ECT qualifications
 - 3 left positions before waiver complete
 - 1 transferred to a sister center who was a level 2

Larimer P-ECT Waiver

Evaluation

- Surveying both directors and P-ECT
- Frequency: 8 weeks, 6 months, and completion/12 months
- Designed survey with feedback from Mathematica (Early Milestones grant)
- Questions around use of forms and waiver requirements

Larimer P-ECT Waiver

Evaluation Results

- Positive feedback on observation tool and PD plan
- 100% of directors and teachers found the forms and supervisory meetings helpful or very helpful
- Frequency of meetings and observations was just right
 - 100% of P-ECT's
 - 75% of directors

Larimer P-ECT Waiver

Evaluation Results

- 2 centers reported opening new classrooms
- 1 center reported decrease in staff/director stress of having to hire
- Reported willingness to use practices with other staff

“Teachers are excited to have more responsibility and that definitely shows in their interactions. They also expressed that they love getting the feedback from the observations.”

Larimer P-ECT Waiver

Barriers to Participation

- Level 2 programs unable to participate
- Why are programs not using the waiver?
 - Cost of paying education and time to complete education is too high
 - Needed ECT in infant room
 - On probation

Larimer P-ECT Waiver

Moving Forward

- Submitted 2-year extension request to ECLC Waiver Review Committee
- Request includes option to allow Level 2 programs to participate, if they have a signed MOU for participation in Colorado Shines (currently 11 additional programs)
 - 1 maximum P-ECT for Level 2's
- 3 centers opening/expanding in the next 3-6 months who've expressed interest in being able to use the waiver due to staffing shortage.



Legislative Updates
Bill Jaeger, Colorado Children's Campaign



Updates from the Governor's Office
Scott Groginsky, Governor's Office





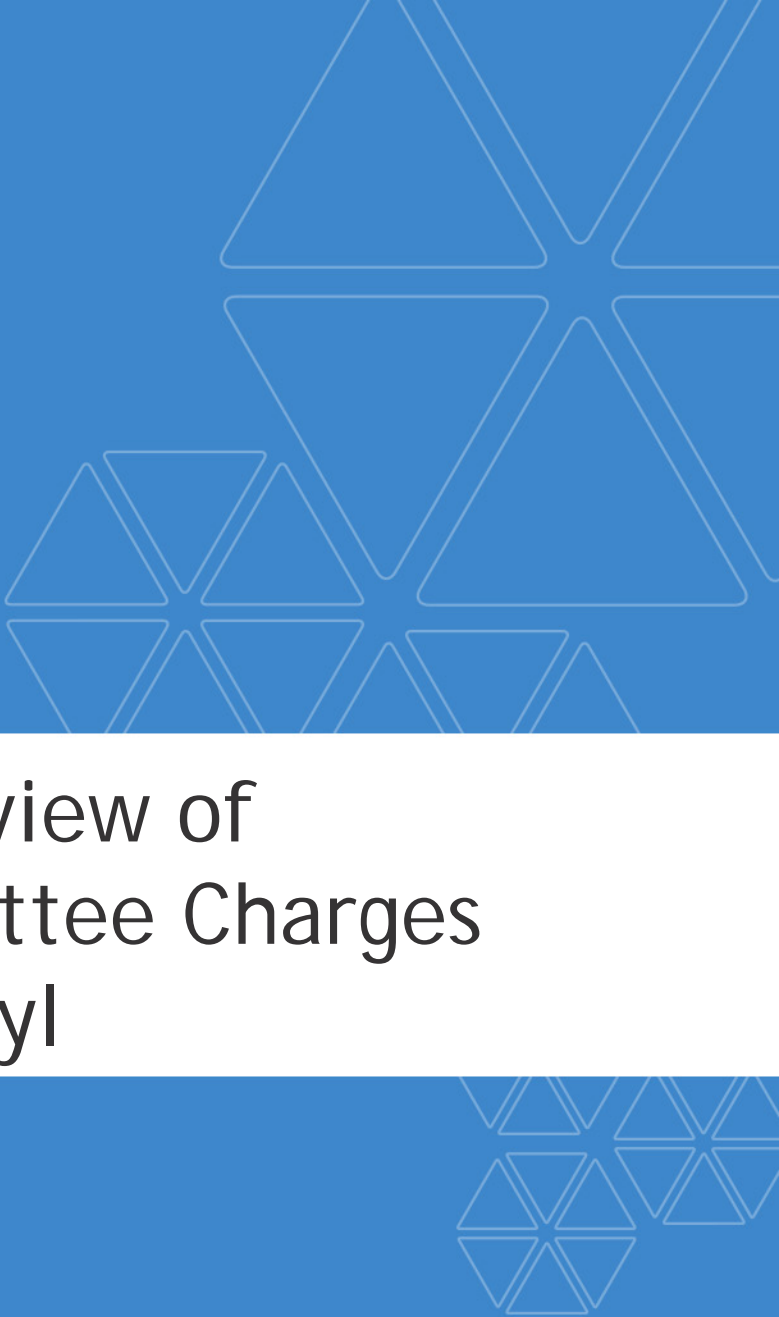
Public Comment & Commissioner Updates

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.

Public Comment & Commissioner Updates

- Fair Family Medical Leave Act (Hunter Railey, Small Business Majority & Jacy Montoya Price, Colorado Children's Campaign)
- Legislative Priorities for Food Security (Erin Ulric & Joel McClug, Colorado BluePrint to End Hunger)
- Our Voice Newsletter Update (Kristina Heyl)



ECLC Annual Review of
Bylaws and Subcommittee Charges
Kristina Heyl

Review of ECLC Bylaws and Subcommittee Charges

- Discuss Membership and New Co-Chairs
- ACTION: Vote on Updated ECLC Bylaws
- ACTION: Vote on Subcommittee Charges



Co-Chairs:
Susan Steele
Tom Massey
Elsa Holguin

Executive
Subcommittee
ECLC + Subcommittee
Co-Chairs

Program Quality and
Alignment Subcommittee
Anna Jo Haynes
Melissa Colsman
Letty Bass

Data
Subcommittee
Charlotte Brantley
Susan Steele

Communication
Subcommittee
Gerri Gomez Howard
Tom Massey

EC Professional Development
Advisory Working Group
Heather Craiglow
Pamela Harris
Rebecca Kantor
Jennifer O'Brien

Framework Working Group
Letty Bass

Waiver Review
Subcommittee
Heather Craiglow
Susan Steele
Jeanne McQueeney



Department Updates

Department + Legislative Updates

- Colorado Department of Health Care Policy and Financing (Tom Massey)
- Colorado Department of Human Service (Anne-Marie Braga)
 - Office of Early Childhood Updates (Mary Anne Snyder)
- Colorado Department of Higher Education (Angie Paccione)
- Colorado Department of Education (Melissa Colzman)
- Colorado Department of Public Health and Environment (Tracy Miller)

A young child with dark hair, wearing a red shirt, is sitting at a table and smiling while eating. The table is set with a white plate of food, a bowl of green salad, and a glass of orange juice. A woman with long dark hair is partially visible on the left side of the frame, looking towards the child. The background is a simple indoor setting with a window.

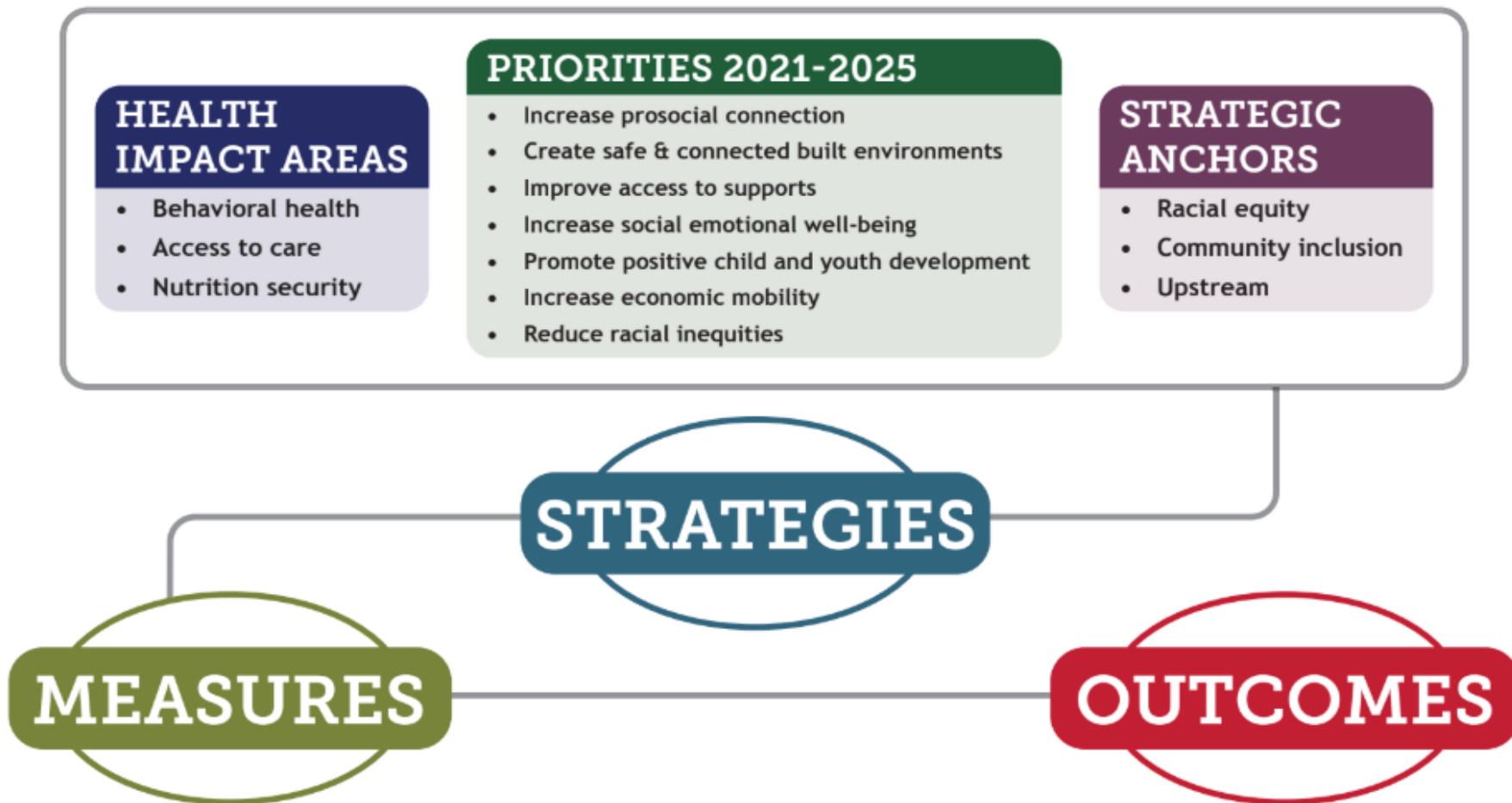
CDPHE Maternal and Early Childhood Efforts

Presented to the Early Childhood Leadership Commission
February 27, 2020

Tracy Miller, MSPH, RD
Chief, Nutrition Services Branch
Prevention Services Division
Colorado Department of Public Health and Environment

MCH Framework

To Increase Community and Family Resilience





Next steps & timeline:

March 2020: finalize logic models for state efforts

April - Sept 2020: develop action plans for state efforts

Oct 2020: state implementation begins

Oct-Spring 2021: local logic model and action plan development

Oct 2021: local implementation begins

Questions for MCH?

Questions?

Rachel Hutson, MCH Director/Children,
Youth and Families Branch Chief
Prevention Services Division
CDPHE
rachel.hutson@state.co.us
303-692-2365



Co-Chair Final Thoughts and Adjourn

ECLC 2020 Meeting Schedule:

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

ECLC

Early Childhood Leadership Commission

Next Meeting:

April 23, 2020

Colorado Health Foundation; 1780
Pennsylvania Street, Room 124;
Denver, CO





Early Childhood Leadership Commission Minutes

Thursday, December 19, 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 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

Attendees:

Elsa Holguín, Mary Anne Snyder, Susan Steele, Tom Massey, Jehan Benton- Clark (phone), Amanda Pelletier, Kate Reinemund, Pamela Harris, Jeanne McQueeney, Sue Renner, Heather Craiglow, Ida Rhodes, Jai Scott, Ryan Beiser, Letty Bass, Jeff Kuhr, George Welsh

Welcome and Business Meeting

Elsa Holguín called the meeting to order at 9:35am. She welcomed the group 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 October 24, 2019 Meeting Minutes

Elsa Holguín called for a motion to approve the minutes from the October 24, 2019 meeting. Ida Rhodes moved to approve the minutes as distributed, Pamela Harris seconded the motion; the minutes were approved by unanimous voice vote.

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

Lindsey Dorneman announced that the Office of Early Childhood received notice of their renewal grant and was awarded \$11,171,969 per year, for three years.

Lindsey reviewed the grant purpose with the group to: analyze the current landscape of the state is early care and education (ECE) mixed delivery system and implement changes to the system that maximize the availability of high-quality ECE options for low-income and disadvantaged families across providers and partners, improve the quality of care, streamline administrative infrastructure, and improve state-level ECE funding efficiencies. While PDG is intended to foster improvements in the early care and education system, its scope goes beyond that to include a focus on other systems that provide support for young children and their families. Lindsey stated that ensuring strong connections between these systems is an essential part of providing high-quality support to vulnerable and underserved families.

Lindsey discussed the statewide needs assessment, stating that the needs assessment required identified areas that need to be strengthened in order to maximize the availability of high-quality early care and education options for families. To ensure state met this requirement, they were asked to address at least one question in 11 domains. Colorado's approach was to address five key questions:

- What do we have (current state)
- What is enough (what do families want)

- Where is there not enough (identify geographic areas)
- Who is not getting enough (identify inequities in access)
- Why is there not enough (market conditions, parental choice, cost)

The OEC contracted with Colorado Health Institute to lead the needs assessment. The Colorado Health Institute utilized qualitative and quantitative approaches to help inform the needs assessment.

Lindsey reviewed the key findings from the Statewide B-5 Needs Assessment Report, including the 12 opportunities for Colorado's early childhood system. She then discussed future needs assessment topics including: parent choice, availability of formal child care, availability of infant and toddler child care and capturing long term outcomes.

Lindsey Dorneman shared with the group that the PDG also required states to develop or revise a strategic plan that supports and facilitates collaboration and coordination among existing ECE programs in a mixed-delivery system. The plan must focus on establishing and maintaining an ECE system designed to support all children and their families, but particularly those identified as most vulnerable by their state. The OEC contracted with Child Trends, Early Milestones and Marzano Research to complete the strategic plan. They prioritized family outreach. The strategic planning team collected 1,276 survey responses from families and spoke to more than 100 parents and caregivers participating in focus groups. Over one hundred different stakeholder groups were identified. Many of these partners were engaged through the PQA Subcommittee, a stakeholder survey distributed in October, and in a series of 13 focus groups and 18 key informant interviews. 38 existing state, regional and local plans and reports were reviewed for alignment with the *Early Childhood Colorado Framework* and the goals of Colorado Shines Brighter to identify current and planned activities that the strategic plan could build on, and gaps this plan could help to fill.

Lindsey shared the *Strategic Plan- Quick Reference: Goals, Objectives and Strategies* handout. She reviewed new strategies and objectives identified through the outreach process that are not included in the PDG renewal application. She stated that the strategies of the plan are informed by deliverables and are responsive to the needs assessment and stakeholder and family input. The strategic plan will be guided by Colorado's early childhood landscape; as a living document, it will be updated as Colorado's environment changes.

ACTION: Vote on PDG Strategic Plan - Kate Reinemund moved to endorse the PDG Strategic Plan, Letty Bass seconded the motion; the ECLC endorsed the plan unanimously by voice vote.

Early Childhood Professional Development Advisory (ECPD) Working Group Update

The ECPD co-chairs: Heather Craiglow, Pamela Harris and Jennifer O'Brien along with Angela Ben-Zekry from the Office of Early Childhood, presented on the ECPD history, Workforce 2020 Plan, current priorities of the group and future vision.

The co-chairs shared a timeline of the ECPD Working Group from 2007 till now and discussed that the Colorado's Early Learning Professional Development System Plan was developed in 2010 and led to many accomplishments including creating competencies for early childhood educators and developed the Professional Development Information System (PDIS). The group updated the plan to address recruitment, retention and compensation for early childhood professionals. The updated plan: The Early Childhood Workforce 2020 Plan was created from a workforce study, data and dialog state tour and technical assistance from the National Academy of Medicine. The Workforce 2020 plan includes activities such as: sector partnerships, pilot programs, technology improvements, professional development improvements, higher education recommendations, policy alignment, data mining and improvement, and more.

ECPD has started mapping current statewide initiatives. This has helped the group understand current state-wide accomplishments, identify gaps and opportunities related to the plan and prioritize and address areas of opportunity. The co-chairs discussed the 4 top priorities for the group to address in 2020 under the categories of Recruitment and Retention, Compensation and Workforce. With the Governor's priority of

universal preschool and the ECLC area of opportunity to support the early childhood workforce the co-chairs are requesting the ECPD group be elevated to a Subcommittee. The ECLC co-chairs responded that they will discuss this request at the next Executive Subcommittee meeting and identify next steps.

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 stakeholder input that will be announced soon. Scott then reviewed the Governor's Budget for fiscal year 2020-2021, education and workforce being a top priority in the budget.

Legislative Updates

Bill Jaeger from Colorado Children's Campaign shared the 2020 Legislation & Budget Items of Relevance to Early Childhood handout. He reviewed the legislation and budget items with the Commission.

Public Comment & Commissioner Updates

- Colorado Blueprint to End Hunger has 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. They have developed [some basic assets](#) to help people who need the help take the initial steps toward receiving it.
- Colorado Succeeds shared during public comment that they are now accepting applications until January 31st for the 2020 Succeeds Prize, and are seeking a wide range of applicants including public schools, educators, and partnerships (i.e. business/district, BOCES, etc.) - including Early Care and Education providers.

Colorado Partnership for Thriving Families

Frank Alexander and Kendra Dunn discussed the Colorado Partnership for Thriving Families. The vision for Colorado Partnership for Thriving Families works collaboratively across the Metro Denver Area and throughout the State of Colorado to create the conditions for strong families and communities where children are healthy, valued, and thriving.

They discussed the goals of the Partnership for Thriving Families:

- 1) 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.
- 2) 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.
- 3) 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.

Kendra and Frank shared how the work of the Partnership aligns with the *Early Childhood Colorado Framework* and the ECLC's third priority area to support improved family health and economic security through a two-generation approach.

Colorado Partnership for Thriving Families current partners are Colorado county public health and human services. They are building a broad and deep partnership across Colorado focused on the primary prevention of child maltreatment. Their next steps include developing supports and infrastructure to share knowledge, align decisions and efforts across communities and systems and to clearly define the steps we will take together to achieve shared goals. The Partnership will expand and intentionally foster broad cross-sector coalitions that include health care, housing, public health, community-based organizations, philanthropic

partners, and others who are committed to improve child well-being.

Subcommittee Updates

Program Quality and Alignment Subcommittee: Letty Bass shared that the Program Quality and Alignment Subcommittee will continue to meet to support the Preschool Development Grant (PDG) and implement the Strategic Plan in the upcoming year.

Data Subcommittee: Charlotte Brantley shared the Data Subcommittee draft recommendation regarding changes in reporting of Colorado Kindergarten Readiness Assessment Data. The recommendation states that the Commission recommends the reporting system for state level Kindergarten Readiness data be revised to allow for analysis of children's school readiness by each of the six domains, rather than the current reporting only of number of domains in which students demonstrate readiness. She shared that the Data Subcommittee is seeking approval of the recommendation from the ECLC. Ryan Beiser moved to approve the recommendation, Pamela Harris seconded the motion; the recommendation was approved by unanimous voice vote.

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.

Early Childhood Council Waivers

Rocky Mountain Early Childhood Council- Stacy Petty discussed the waiver implementation process granted to the Rocky Mountain Early Childhood Council. The provisional waiver permitted child care centers and Preschools which meet specific conditions to be permitted to hire people into an Early Childhood Teacher (ECT) position who have certain education or experiences but have not yet met all of the ECT qualifications and allows them a period of up to 12 months to complete all ECT requirements. During this time, the center would provide additional supports, such as enhanced coaching, reflective supervision and classroom observations. The Council has 5 applicants at 4 sites in Eagle County, 1 application in process for Pitkin County and 1 applicant who withdrew due to change in employment. All active applicants are on track to finish within the 12 month timeframe. Stacy shared successes of the waiver implementation process including that the council held 2 webinars for waiver launch, they created flyers and other marketing materials and that programs that have utilized the waiver have reported this has helped alleviate issues around workforce shortages. Lastly, Stacy informed the Commission on some challenges of the waiver implementation process: programs can have both state waivers and P-ECT applicants can be challenging and they learned they need to talk through the program with the candidate to make sure it is a good fit.

Co-Chairs' Final Thoughts and Adjourn

Susan Steele appreciated the great ideas and conversation today; she thanked all for joining and those who presented.

The meeting was adjourned at 12:28pm.

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.



Office Use Only
Application Received _____

Agreement to Participate in Provisional ECT-CDA Program

Facility Name _____

License # _____

Program Contact Name _____

Email _____

Number of Toddler classrooms with enrolled/attending children ages 1-3 yrs _____

Number of Preschool classrooms with enrolled/attending children ages 2 ½ -6 yrs _____

Number of school age classrooms with enrolled/attending children ages 5-18 yrs _____

To address the current workforce crisis and shortage of qualified teachers, the Division of Early Care and Learning has granted a waiver to rule 7.7.02.44.A.1.g in the "Rules Regulating Child Care Centers." This waiver gives child care programs up to a 12-month grace period to allow a staff person, who meets minimum requirements, to become fully Early Childhood Teacher (ECT) qualified under rule 7.702.44.A.1.g while serving in a Provisional Early Childhood Teacher (P-ECT) role as defined below.

IMPORTANT NOTE: Participation in this waiver does not remove the employer's obligations to comply with the Department of Labor employment laws.

ELIGIBILITY

At the date of hire/promotion of the P-ECT, licensed child care centers, or preschool programs who meet the following criteria are eligible to participate in this waiver:

1. Hold a Child Care Center, or Preschool Program license from the Colorado Department of Human Services (CDHS).
2. Be in good standing with Child Care Licensing (not on probation).
3. Hold a Colorado Shines Level 3, 4 or 5 quality rating.
4. Participate in the Colorado Child Care Assistance Program (CCCAP).
5. This waiver only applies to ECT positions in classrooms serving children ages 12 months and older.
6. Agree to follow all requirements outlined in this agreement.

REQUIREMENTS

1. The P-ECT must have completed all background checks and all preservice and annual mandatory training as required by Child Care Licensing.
2. The staff person must be currently enrolled and actively participating in a Child Development Associate (CDA) program.
3. The P-ECT must provide care in a classroom with a fully qualified aide, Assistant ECT or ECT.
4. The P-ECT application must be submitted along with verification of enrollment in a CDA program to CDHS. The application must be approved by CDHS prior to the applicant assuming the role of P-ECT.
5. The Director/Assistant Director must complete the *Provisional ECT Documentation Form* and keep it updated and available for review by a child care licensing.



COLORADO
Office of Early Childhood
Division of Early Care & Learning

6. The program, in collaboration with the P-ECT, must complete the *Provisional ECT Professional Development (PD) Plan* with detailed, attainable steps that show the path to becoming ECT fully qualified within the 12-month waiver period.
 - This plan must be reviewed at least once per month, generally in the supervisory meetings, to update steps completed and ensure that the P-ECT has support in taking the steps needed to be on track for completion of all requirements.
 - The Director/Assistant Director must keep the official PD plan on file (with a copy given to the P-ECT) and have it available for review by child care licensing upon request.
 - The plan must be signed at creation by the Director/Assistant Director and the P-ECT. The P-ECT must complete all ECT requirements in their PD Plan and become fully qualified under rule 7.7.02.44 A.1.g within 12 months from the beginning of the waiver period.
7. For the first eight weeks (2 months):
 - The P-ECT must have another staff person (minimum of Aide qualified) present during all times that would otherwise require a fully qualified ECT.
 - The P-ECT must be observed at varying times of the day for a minimum of 30 minutes per week by the Director or Assistant Director. At least one observation during this period must be for a minimum duration of 30 minutes.
8. The P-ECT and his/her supervisor must additionally meet for a minimum of 30 minutes/week to reflect, debrief and receive feedback/support.
9. Beginning month three and until ECT qualifications are met or the expiration of the waiver period:
 - Observations must occur no less frequently than once per month, and be a minimum of 30 minutes at different times of the day.
 - Supervisory meetings must occur no less frequently than once per month, for a minimum of 30 minutes for reflection, feedback and .
10. All observations must be done using the *Provisional ECT Observation Form*. Notes from the observations should be reviewed during the supervisory meetings, and a copy must be provided to the P-ECT.
11. All observations and supervisory meetings must be documented on the *Provisional ECT Documentation Form*.
12. Only 50% of each age group classrooms with enrolled and attending children within the participating facility may be assigned a Provisional ECT.

ACKNOWLEDGMENTS

By signing below, the Child Care/Preschool Program understands and agrees to the following conditions of this waiver agreement:

- Child Care/Preschool Program will follow all the requirements of this Waiver. Failure to comply with these requirements will place the child care/preschool program out of compliance with Child Care Licensing Rule 7.7.02.44 A.1.g
- This agreement will be submitted to the CDHS Office of Early Childhood (OEC) for review. I understand that OEC has four weeks to respond with any concerns about my program's participation in the waiver and that I would have the ability to address concerns before the termination of this agreement.

Child Care/Preschool Program Director

Date

Licensing Supervisor, CDHS - DECL

Date

APPLICATION DATA FORM
PROVISIONAL - EARLY CHILDHOOD TEACHER

Applicant Information:

Full Name _____

Maiden Name (and/or other surnames) _____

Date of Birth _____

*Social Security Number _____

Mailing Address (including zip code) _____

Home Telephone () _____ Cell Telephone () _____

**E-mail address _____

Employer Information:

Center where employed _____

Center Address (including zip code) _____

Phone Number: _____ Email Addresses: _____

License Number of Center: _____ Assigned Classroom: _____

I certify that all information pertaining to my application for Provisional - Early Childhood Teacher qualification letter is true and correct. I understand that providing false or misleading information to the Colorado Department of Human Services constitutes perjury in the second degree and can also result in my being fined as much as \$100 a day to a maximum of \$10,000.

Signature _____ Date _____

Printed Name: _____

Employer's Signature _____ Date _____

Employer's Printed Name: _____

* This field is used as a unique identifier in locating information in the Child Care database.

** This area must be filled-out before the application can be accepted as this is our primary means of communication.

**PROVISIONAL - EARLY CHILDHOOD TEACHER QUALIFICATION
VERIFICATION WORKSHEET**

Form B

Name of Applicant: _____

QUALIFICATION	VERIFICATION
A. Bachelor's degree from a regionally accredited college/university in a field un-related to ECE	Official Transcript
<p>B. Assistant Early Childhood Teacher qualified per 7.702.44.C</p> <p>1. Completion of one of the early childhood education courses in Section 7.702.42, A, with a course grade of "C" or better and twelve (12) months (1820 hours) verified experience in the care and supervision of four (4) or more children less than six (6) years of age, who are not related to the individual. Satisfactory experience includes being a licensee of a family child care home; a teacher's aide in a center, preschool or elementary school. Assistant early childhood teachers must be enrolled in and attending the second (2nd) early childhood education class which will be used as the basis for their qualification for the position of early childhood teacher</p>	<p>Official transcript Experience verification letter</p>
2. Persons having completed two (2) of the early childhood education classes referenced in Section 7.702.42, A, with a course grade of "C" or better and no experience	Official transcript
3. Current Early Childhood Professional Credential Level I, Version 2.0	Current certificate

* All college course grades toward Early Childhood Teacher qualifications must be "C" or better.

** Expanding Quality in Infant-Toddler Care (EQIT) may be substituted for Infant and Toddler Theory and Practice, and Pyramid Plus training may be substituted for Guidance Strategies, with a verification certificate from the trainer.

PROVISIONAL - EARLY CHILDHOOD TEACHER QUALIFICATION

Experience Verification

Each letter must be on employer's letterhead and include:

- ┌ Ages of children worked with
- ┌ Total number of hours worked with each age group
 - Only hours with children birth – 6 years old will be accepted
- ┌ Start date of employment
- ┌ Ending date of employment
- ┌ Position and/or duties related to the care of children birth – 6 years old
- ┌ Employer's signature, name, title, and contact information

Satisfactory experience is the care and supervision of four (4) or more children less than six (6) years of age, who are not related to the applicant. Experience may include being a licensee of a Colorado family child care home, or a teacher's aide or teacher in a child care center, preschool, or elementary school.

***E-Mail Completed Application Packet to:
Early Childhood Teacher Qualifications
cdhs_oec_ectq@state.co.us
cc: Taylor Robles, Evaluations Coordinator***



COLORADO
Office of Early Childhood
Division of Early Care & Learning

Provisional ECT-Child Development Associate Credential (CDA) Waiver Program

Eligibility

The facility must have a permanent child care or preschool license in good standing and hold a Colorado Shines Level 3-5 rating.

The facility must participate in the Child Care Assistance Program.

This waiver only applies to ECT positions in classrooms serving children ages 12 months and older.

Prerequisites:

The Provisional Early Childhood Teacher (P-ECT) must have successfully completed the background checks and all mandatory trainings required by Licensing.

The Provisional ECT must be enrolled in a nationally recognized Child Development Associate (CDA) program, actively participating, and provide verification with the completed Provisional ECT application to the Division of Early Care and Learning.

The facility Director or Owner signs an agreement acknowledging the Child Care/Preschool Program understands and agrees to the conditions of this waiver agreement.

The program, in collaboration with the P-ECT, must complete the Provisional ECT Documentation form and Provisional Development Plan with detailed, attainable steps that show the path to becoming ECT qualified within the 12-month waiver period.

Documentation for individuals participating in the Red Rocks Child Care Innovations Apprenticeship program will be submitted to the Department by the apprenticeship program administration.

Requirements:

During the first 8 weeks, the Provisional ECT works with another staff member, who is minimally aide qualified, at all times and has weekly 30 minute management observations plus additional weekly 30 minute reflective supervision discussions. Upon successful completion of this 8 week requirement the P-ECT will require monthly 30 minute management observations plus additional 30 minute reflective supervision discussions. Following the successful fulfillment of the 8 week requirement, the P-ECT may be allowed to work as a Provisional ECT within the classroom without an additional staff member if proper ratios are met. This is effective until ECT qualifications are met or the expiration of the waiver period.



COLORADO
Office of Early Childhood
Division of Early Care & Learning

Name Of recipient
Company
555 Address St. Apt. 55
Denver, CO 80555

Date Here

Dear

The evaluation of your application has been completed and the following applies toward the requirements to allow a staff member to work in the position of a Provisional - Early Childhood Teacher in a child care center. It is the decision of the State Department of Human Services that based upon the agreement between the Department and (Name of the Facility and License #) and the approval of the CDHS Provisional ECT-CDA waiver, your application to allow for a Provisional - Early Childhood Teacher to work in your facility has been approved. Only 50% of each age group classroom (toddler, preschool, and/or school age) can be assigned a Provisional ECT. For example, if you have two toddler classrooms in your facility, only one toddler classroom would be eligible for an assigned Provisional ECT. Failure to comply with the requirements of the waiver conditions may result in the waiver being rescinded and/or negative licensing action initiated against the license. Adverse licensing action may include, but are not limited to: probation, fines or revocation of your license.

Each approved participant will be issued a Provisional ECT letter which will contain the effective and expiration dates which the applicant/participant will be able to act in the Provisional ECT role. The participant will not be able to renew their application should the applicant not meet all the requirements and be awarded a CDA within the 12 month period.

Enclosed you will find sample forms for your reference and use while participating in this program.

Should your program choose not to participate in the future or have any questions about the program, please address that communication to cdhs_pec_ectq@state.co.us.

Sincerely,

Teresa Ribble
Licensing Supervisor

Cc: Licensing Specialist
Licensing Supervisor
Enclosures (8)





COLORADO
Office of Early Childhood
Division of Early Care & Learning

Date Here

First Last Name
Address
City, State Zip Code

The evaluation of your application has been completed and the following applies toward the requirements for the position of Provisional - Early Childhood Teacher in a child care center. It is the decision of the State Department of Human Services that based upon the agreement between the Department and Facility Name and License #, and the approval of the CDHS Provisional ECT-CDA waiver, your application for Provisional - Early Childhood Teacher has been approved. You are approved to work as a Provisional - Early Childhood Teacher at Name of Facility, License Number #.

Only 50% of each age group classroom within Name of Facility, License Number # (toddler, preschool, and/or school age) can be assigned a Provisional ECT.

You meet requirements to function as a Provisional - Early Childhood Teacher.
Your qualification expires on date.

The Colorado Department of Human Services does not issue licenses or certificates to Early Childhood Teachers. This letter offers proof of your Provisional - Early Childhood Teacher qualification.

Sincerely,

Erin C. Mewhinney, Director
Division of Early Care & Learning



Early Childhood Council
Waiver Extension Application

EC Council Name: Early Childhood Council of Larimer County	Date: February 7, 2020
Primary Contact (Name and Position): Christina Taylor- Executive Director	Phone: (970) 377-3388 Ext 205
Mailing Address: 2850 McClelland Dr, Suite 3400, Fort Collins CO 80525	Email: ctaylor@ecclc.org
Waiver Number: 18-01	Waiver End Date: February 28, 2020

1. Please provide a short description of the waiver that was granted and the timeline:

Waiver 18-01 (P-ECT) allows Child Care Centers and Preschools, which meet specific conditions, to be allowed to hire people into an Early Childhood Teacher (ECT) position who have certain education or experiences but have not yet met all of the ECT qualifications and allows them a period of up to 12 months to complete all ECT requirements. During this time, the center(s) provide additional supports, such as increased observations and reflective supervision. The waiver was granted on 8/13/18 and was for a period of 18 months.

2. Why are you requesting an extension of this waiver?

The P-ECT waiver has allowed 4 centers to employ a P-ECT while they worked to achieve their ECT qualifications, which allowed these centers to better serve families in their communities. We believe 18 month was not enough to fully assess the impact of this waiver on the overall systemic issues related to workforce issues and access to care in Larimer County, and are requesting an opportunity to allow our county more time to utilize this waiver to support programs.

3. Please explain the impact this waiver has had on children, families and/ or your community:

Through our evaluation efforts and interviews with participating programs, we learned that the P-ECT waiver supported programs by allowing them to maintain important staff-child ratios through use of the waiver, which also served to reduce the number of transitions children experienced throughout the day. We know that at least one program was able to re-open a classroom that had been closed previously due to lack of staffing, which greatly increased families' access to care in that program by creating additional slots.

4. While the waiver was in place, what action did you take to meet the waived rule or regulation's intended purpose? Will you still be able to continue this action?

We carefully considered the safeguards that needed to be in place to meet the intended purpose of the regulation. In order to utilize this waiver, programs had a current Colorado Shines Level 3, 4 or 5 rating and were in good standing with Colorado Child Care Licensing. Programs signed a program agreement which commits to the following provisions to ensure children's safety and well-being. ECCLC sent this agreement to the Office of Early Childhood for review (please see initial application for more details).

5. Please summarize the findings from your evaluation of this waiver - include specific information on the number of participants, impact on the early childhood field in your community, lessons learned that you'd like to share with the ECLC and the state departments, etc.

Our evaluation of the waiver indicated that the process for accessing a waiver was reasonable and included the right support from the ECCLC. 8 programs in Larimer County signed an MOU with ECCLC to participate in the P-ECT waiver, and 4 were able to bring on teachers using the waiver. Overall 6 teachers used the waiver to work while taking classes towards their ECT, and 3 are currently active. Programs reported being able to open new classrooms, as well as an ability to hire teachers on more quickly to fill vacant slots.

6. Please explain how continuing this waiver is the only available method to implement the early childhood project. Are there any changes you want to make to the existing waiver?

We request that programs that are rated as a Level 2 in Colorado Shines and have signed an MOU with ECCLC to engage in quality improvement work are able to access the waiver as well. We learned that programs at this level often need more supports to accomplish their goals related to quality. There are no other waivers available for those pursuing an ECT qualification that allows them to work in a program. This waiver is an important support for providers in our County.

7. How long are you requesting an extension of the waiver?

We are requesting an extension for 2 years. We believe this will allow an adequate amount of time to better evaluate the impact of this waiver on the overall community. This will also allow us a longer time frame in which to engage additional programs in Colorado Shines, who will then be eligible to participate in the waiver.

SIGNED:

Christina Taylor

ECC Coordinator Name

Anne Marie Jacobson

ECC Membership Chair Name



Christina N. Taylor
cn=Christina N. Taylor, o=Early Childhood Council of
Larimer County, ou, email=ctaylor@ecccl.org, c=US
2020.02.07 12:46:44 -07'00'

ECC Coordinator Signature



ECC Membership Chair Signature



Early Childhood Council Waiver Request **Recommendation from ECLC Waiver Review Subcommittee**

Early Childhood Council Name: Early Childhood Council of Larimer County	Waiver #: 18-01 Extension
CDHS Staff: Teresa Ribble	Date: 02/10/2020
Recommendation to ECLC: Approve waiver extension request for Levels 3-5 for 2 years, only for Level 3-5 programs, with check ins at 12 months and 24 months	

1. Summarize Waiver discussion:

Waiver #18-01 (P-ECT) allows Child Care Centers and Preschools, which meet specific conditions, to be allowed to hire people into an Early Childhood Teacher (ECT) position who have certain education or experiences but have not yet met all of the ECT qualifications and allows them a period of up to 12 months to complete all ECT requirements. During this time, the center(s) provide additional supports, such as increased observations and reflective supervision. The waiver was granted on 8/13/18 for a period of 18 months (ending February 2020).

During the course of the waiver, 4 centers were able to employ P-ECTs in order to support teachers to reach full ECT qualifications as well as children and families to have supportive child care environments (including the re-opening of a classroom that had previously closed due to staffing shortages).

The ECCLC would like to continue to offer this P-ECT waiver to programs at a Level 3-5 who meet the specific conditions in the previous waiver in order to monitor the impact it has on the community. In addition, the ECCLC is requesting that the waiver be opened to Level 2 programs who have signed an MOU with the Council to engage in quality improvement work. The Council believes this small group of programs are invested in improving their quality, have additional supports and monitoring from the Council, and could benefit greatly from allowing a P-ECT to participate in the program.

The Waiver Review Subcommittee met on February 14, 2020 to discuss the request to extend the waiver #18-01. Representatives from Early Childhood Council of Larimer County and Colorado Department of Human Services (CDHS) were present.

2. Recommendation from ECLC Waiver Review Subcommittee:

The Waiver Review Subcommittee members wanted to express their gratitude with the ECCLC for pursuing this waiver and sharing the data and results they have collected as well as the lessons learned with the Commission and the Office of Early Childhood. The members agreed that while the number of participants was small, the waiver was successful in bringing people



into the field and increasing the quality in the programs who utilized the P-ECT waiver.

For programs operating at Levels 3-5, the members recommend that the waiver be extended for 2 years with the same specifications and requirements as the previous waiver and requested that updates be given to the Commission at 12 months and 24 months. This includes a maximum of 2 P-ECT per program, regardless of size of the center or program.

Regarding the request to expand the waiver to include programs operating at a Level 2 who have a signed MOU with the Council regarding improving their quality, the members recommend not approving this option, due to several concerns regarding health and safety raised by the Department. These include: the small amount of data collected on the previously approved waiver; the substantial time commitment required for a Level 2 program to achieve a Level 3-5 rating may not allow the facility time to concentrate on the supervision and mentoring responsibilities required by the P-ECT waiver; and the importance of the program to continue to build and improve quality through supports to reach Levels 3-5 before taking on additional initiatives or opportunities.

The members also noted that data should be shared with the Office of Early Childhood at least every 12 months as the waiver is administered.

TO BE COMPLETED AT NEXT FULL ECLC MEETING

Date of ECLC Meeting:
ECLC Waiver Decision and Conditions:



COLORADO

Governor Jared Polis

Early Childhood Education in the Governor's FY 2020-21 Budget

The Governor's Budget is focused on building capacity for and increasing access to high-quality early learning and care for children from birth through kindergarten entry. Investments include:

ACCESS to quality education at a young age *enhances social skills, improves learning outcomes, helps to identify special education needs more quickly, and leads to higher postsecondary attainment.*

- **+\$27.6M** to **expand the Colorado Preschool Program** to increase access to high-quality preschool for 6,000 more children and eliminate the district-reported waitlist.
- **+\$3.2M** to **increase access to high-quality early intervention** services for 361 additional children from birth to age three with developmental delays.
- **+\$6.7M** to **better align** the Colorado Child Care Assistance Program reimbursement with private pay models and **increase access** to high-quality care for income-eligible children.
- **+\$0.5M** to **expand evidence-based home visiting programs** across the state to support school readiness for 360 additional children and families.

WORKFORCE efforts are **aligned with the interim Early Childhood and School Readiness Commission's** workforce legislation to *improve recruitment and retention of a high-quality early childhood workforce.*

- **+\$4.9M** to **create new scholarship programs** to help recruit new early childhood educators and support increased credentials for existing early childhood educators.
- **+\$1.2M** to **expand access to high-quality apprenticeships and work-based learning**, including in the early childhood field.
- **+\$0.5M** to **expand an innovative program to recruit and retain new educators**, including in the early childhood field, through concurrent enrollment and apprenticeships in high school.
- **\$0.5M** to **provide loan forgiveness** for early childhood educators.

QUALITY efforts are **aligned with the interim Early Childhood and School Readiness Commission's** legislation to *improve overall child care quality.*

- **+\$4.1M** to **improve child care quality across the state** through targeted investments and enhanced technical assistance for lower quality programs to move up in the Colorado SHINES system and to help high-quality child care programs maintain or improve their quality rating.
- **+\$1.5M** to **provide enhanced support to local Early Childhood Councils** to address child care programs' continuous quality improvement and provider recruitment needs.

FACILITIES to ensure the *state's earliest learners have a safe space to learn and grow.*

- **\$10.0M** within the **BEST program to help school districts and community-based providers** build or expand early childhood education facilities.

2020 Legislation Budget Items of Relevance to Early Childhood
Updated February 26, 2020 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	Cmtes	Status
1	ELD	CPP expansion	Yes	CDE R-06	TBD (Usually done in the School Finance Act)	27.60	General Fund	6,515 new CPP slots (~6,000 children) 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	EC Systems	EC Facilities	HB 20-1138	No	Coleman & Larson/Bridges & Gardner	TBD	General Fund	Requires the creation of a state database of publicly owned facilities in order to help communities identify locations where providers who offer services that create a community benefit can operate, including early childhood programs	Trans. & Local Govt & Appropriations	Passed Trans. & Local Govt on 2/19
4	ELD	EC Educator tax credit fix	HB 20-1043	No	Buckner & Wilson/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	Education & Finance	Passed House Ed on 2/4
5	ELD	ECE Workforce	HB 20-1053	Aligns w/ CDHS R-08, CDHE R-09, CDHE R-10, CDLE R-01, CDE R-05, CDHE R-04	Sirota & Wilson, McCluskie/Story, Pettersen	1.64	General Fund	Streamlines pathways to classroom, expands concurrent enrollment/CTE, establishes scholarship & grant program at CDHS for recruitment & retention, establishes apprenticeship program at CDLE	Education & Appropriations	Passed House Ed on 2/4
6	ELD	ECE Workforce	HB 20-1015	Aligned with CDE R-05	Buentello/Bridges	0.56	General Fund	Grants to local education providers (defined as charter schools, CSI, BOCES, or school district) to create a future educators pathway program. Includes future early childhood educators explicitly by supporting concurrent enrollment and apprenticeships that lead to college credit toward degrees & credentials as educators. LEPs must match 25% of the award.	Education & Appropriations	Passed House Ed on 1/28
7	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		
8	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		
9	ELD	Loan forgiveness for EC educators	Yes, but ECSRLC Bill 1 has a loan forgiveness option	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		
10	ELD	Apprenticeships	No, but ECSRLC Bill 1 is aligned	CDLE R-01	N/A	1.20	Cash Funds ("Employment Support)	Expands work-based learning activities, including a call-out for early care and education		
11	ELD	Work-based learning	HB 20-1002	Aligned with CDHE R-04	McLachlan & Baisley/Zenzinger & Story	0.2	General Fund	Requires an existing council to implement a plan for awarding academic credit for work-related experience; supports IHEs in evaluating prior work for academic credit	Education & Appropriations	Passed House Ed on 1/28
12	ELD	FFN & family outreach	HB 20-1011	No	Wilson & Buckner/Pettersen & Story	0.00	N/A	HOME Act: build public awareness of kindergarten entry expectations; workshops on best practices, and how to become licensed/start an ECE program	Education & Appropriations	Passed House Ed on 2/4
13	ELD	Restrict homeowner assn. child care prohibitions	SB 20-126	No	Story & Smallwood/Roberts & Van Winkle	0.0	N/A	Exempt licensed child care homes from HOA requirements	Local Govt	Passed Senate on 2/21

2020 Legislation Budget Items of Relevance to Early Childhood
 Updated February 26, 2020 Contact: Bill Jaeger, bill@coloradokids.org, (720) 552-0002

14	ELD	ECE quality improvement	HB 20-1016	Aligns w/ CDHS R-01	McCluskie & Wilson/Petters	0.00	N/A	Quality improvement for L1-L2, Sustain quality for L3-L5, ECC plans for outreach	Education & Appropriations	Passed House Ed on 2/4
15	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	1,000 programs per year, includes quality improvement, \$1.5M to ECCs for outreach and QI, TA for navigating QI		
17	ELD	CCCAP increase	No	CDHS R-03	N/A	6.76	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 reqs) to keep serving 28,662 children (9% of eligible).		
18	ELD	CCCAP funding change	No	CDHS R-27	N/A	-1.5	Federal Funds (CCDF)	Underspent line being reassigned to aligned CCDF allowed uses		
19	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		
20	ELD	Home visiting	No	CDHS R-09	N/A	0.52	General Fund	Healthy Steps (+320 children at 4 sites) and HIPPPY (+40 children at 2 sites); Results First: HS saves \$2.60 for each \$1 invested and HIPPPY saves \$6.10 for each \$1; Annualizes to \$589K		
21	ELD	Home visiting expansion grants	SB 20-144	No	Fields & Lee/Larson & Michaelson Jenet	\$2M for 3 years (2 cycles)	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	Health & Human Services	Postponed indefinitely by Senate HHS on 2/20
22	ELD	Child Care Contribution Tax Credit	HB 20-1112	No	Hooton	1.0	Tax credit	Originally, increased the age of a child from 12 to 18 in definition of child care and adds "child advocacy center" as a type of facility. As amended, adds "child advocacy centers" and extends the age eligibility for homeless youth shelters through age 18.	Finance & Appropriations	Passed House Finance 2/10
23	ELD	Imagination Library Program	SB 20-185	No	Bridges & Tate/Tipper & Wilson	TBD	General Fund	Creates the "Colorado Imagination Library" program under the state librarian at CDE to provide books to children birth to age 5	Education	
24	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.		
25	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 \$52M above mandated A23 increases; leaves \$140M in SEF at end of FY20-21		
26	Health	EC Mental Health	HB 20-1006	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	PHCHS & Appropriations	Passed PHHCS on 1/24
27	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.		

2020 Legislation Budget Items of Relevance to Early Childhood
 Updated February 26, 2020 Contact: Bill Jaeger, bill@coloradokids.org, (720) 552-0002

28	Health	Immunizations	SB 20-163	No	Gonzales & Priola/Mullica	0.05	General Fund	Codifies nonmedical (personal belief or religious) exemptions; establishes a goal of 95% immunization for every school; Clarifies exemption process using standardized forms; creates an online learning module on benefits and risks of immunizations; improves participation in CIIS (state immunization information system).	HHS & Appropriations	Passed Senate HHS and Appropriations; Awaiting Senate floor vote
29	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		
30	Health	Health coverage	No	HCPF R-03	N/A	25.0	General Fund	Backfill declining federal match for CHP+		
31	Family Support	Paid Leave	Yes	No	Winter/Gray	TBD	TBD	Paid Family Leave Program in Colorado		
32	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		
33	FES	COLA for Colorado Works	SB 20-029	No	Fields & Moreno/Coleman & Duran	\$50M	TANF Reserves	Basic Cash Assistance in Colorado Works increase of 10% and then starting with Jan. 1, 2021 requiring a COLA of 1.5% or SSA COLA, whichever is greater.	Finance & Appropriations	Passed Senate Finance on
34	Family Support	EITC Earned Income Tax Credit And Child Tax Credit	HB 20-1203	No	Sirota & Gray/Gonzales	Revenue neutral	Close one tax deduction to pay for credits	Eliminate tax deductions to expand EITC and fund the CTC	Finance & Appropriations	Scheduled for Monday 3/2 in House Finance

SB20-XXX: THE FAIR FAMILY MEDICAL LEAVE ACT

SEN. ANGELA WILLIAMS | SEN. FAITH WINTER | REP. MONICA DURAN | REP. MATT GRAY

WHAT IS THE PROBLEM?

Working Coloradans often have to make an impossible choice between caring for a loved one or keeping their job and the paycheck that comes with it. Without Paid Family Medical Leave, employees miss out on crucial family moments, and businesses suffer from turnover as they lose quality staff to larger companies that can afford to provide this benefit.

WHAT DOES SB20-XXX DO TO HELP COLORADO FAMILIES?

SB20-XXX utilizes a guaranteed benefit with an affordable Insurance market to deliver a Triple A rated plan where benefits are affordable, accessible and adequate. Private insurers must adhere to standards set by DOI and CDLE to offer Triple A certified Paid Family Medical Leave Benefits. At first, the benefit starts at 8 weeks before Increasing to 10 weeks, and then 12 weeks. Initially, this will apply to businesses with 20 or more employees, and decrease to those with 10 and over with the goal of universal coverage In the future. To ensure that the Fair Family Medical Leave Act lives up to its name, there will be a cap on how much employees are required to pay and any insurer providing this product will be required to sell a plan to any employer seeking coverage.

STATE ACTIVITY ON PFML 2019



STATES WITH PFML PLANS IN PLACE

STATES CONSIDERING PFML IN 2019

BY THE NUMBERS

80% of Coloradans don't receive any paid leave.

40% of Coloradans don't qualify for unpaid leave.¹

25% of Colorado moms go back to work two weeks after giving birth.

6% of low income workers have access to paid leave

AFFORDABLE | ACCESSIBLE | ADEQUATE

SB20-XXX: THE FAIR FAMILY MEDICAL LEAVE ACT

HOW DOES THE FAIR FAMILY MEDICAL LEAVE ACT WORK?

FLEXIBLE WAYS FOR EMPLOYERS TO PROVIDE THE BENEFIT:

- Insure their employees with their own qualifying plan
- Purchase a plan through the private market
- Maintain an already existing program that meets CDLE Guidelines

PRIVATE INSURERS MUST:

- Provide this product to any employer seeking coverage
- Adhere to mandated guidelines provided by DOI and CDLE
- Never offer a plan that discriminates against region, Industry or business

COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT WILL:

- Oversee rule making to enforce Triple A standard, including defining qualifying event and family member
- Provide education on benefits to employees and employers
- Run the state fund that covers denied claims under appeal
- Ensure transparency, oversight and accountability

THE DEPARTMENT OF INSURANCE WILL:

- Set rates, oversee guaranty issue requirements, and implement community rating and risk adjustments
- Audit insurers on denial rates every 3 years, or as necessary
- Develop policies around documentation for proof of qualifying events that Insurers must accept

COVERAGE INCLUDES

- Progressive wage replacement
- Paid safe time for survivors of domestic violence, sexual assault and stalking
- Broader definition of family to include all blood relatives and loved ones with a blood-like relationship that includes some form of financial support or obligation

AFFORDABLE

THE PLANS PROVIDED MUST BE OFFERED AT A PRICE THAT ALLOWS BOTH EMPLOYEES AND EMPLOYERS TO TAKE ADVANTAGE OF THE BENEFITS

ACCESSIBLE

THE PATH TO RECEIVE AND ADMINISTER THESE BENEFITS CANNOT BE BURDENSOME FOR EITHER PARTY INVOLVED AND IT MUST BE AFFORDABLE FOR ALL WORKERS

ADEQUATE

THE BENEFITS OFFERED MUST COVER REASONABLE EVENTS AND FAMILY MEMBERS, LAST FOR A SUFFICIENT AMOUNT OF TIME, AND REPLACE APPROPRIATE WAGES



COLORADO BLUEPRINT
TO END HUNGER

The Colorado Blueprint to End Hunger is statewide initiative comprised of over 300 local stakeholders focused on making a meaningful and measurable impact on hunger in Colorado by 2024. The Blueprint originated out of a collective need to improve the foundation for all families in Colorado to reach their full human potential.



HUNGER IN COLORADO:

Currently, Coloradans experiencing hunger have limited options for finding the food they need in a way that fits their budget. Food and nutrition assistance programs, like SNAP (food stamps) or food provided by food banks, are the most effective avenues to alleviate hunger and supplement the food budgets of low-income families:

- Nearly **1 in 11** Coloradans currently struggle with not having enough to eat, with many more lacking access to healthful, nutritious food; **1 in 8** Colorado children do not always know when they will get their next meal
- Kids with enough to eat perform better in school, have fewer behavioral problems, and are more economically self-sufficient as adults
- Improving food security in Colorado would improve health outcomes and lower health care costs by reducing chronic disease like obesity, diabetes, malnutrition, and heart disease
- Our friends and neighbors who are older adults, have disabilities, are people of color, or who live in rural areas are more likely to experience hunger

FOR MORE INFORMATION, VISIT **[ENDHUNGERCO.ORG](https://endhungerco.org)**

LEGISLATIVE PRIORITIES 2020

- 1 Increase SNAP Outreach Funding to Focus on the Enrollment of Eligible Colorado Students of All Ages:** Only six out of ten Coloradans who are eligible for SNAP currently utilize the program which represents a loss of hundreds of millions of federal dollars in benefits that would support local communities, especially in rural Colorado. One of the Governor's Wildly Important Goals this state fiscal year is to utilize SNAP outreach partners to increase enrollment of eligible Coloradans in SNAP with a particular focus on Colorado's students, which aligns with the Governor's proposed Roadmap to Make College More Affordable. An increase in State-supported outreach dollars in conjunction with any funding raised from the private sector would receive a 100% federal match for the enrollment of more of our eligible, school-age community members and their families struggling with hunger.
- 2 Improve the Capacity of Colorado's Emergency Food Providers in Supplying Families in Need with Colorado-Produced Fruit, Vegetables, Dairy and Meat:** In 2018, the state legislature allocated \$500,000 for the Colorado Food Pantry Assistance Grant to provide funds for food pantries and food banks to purchase high quality produce, meat and dairy from Colorado Proud farmers and ranchers. The first year of the program was a great success, with grants to 94 food pantries and food banks across the state increasing access to nutritious food for low-income community members while providing a critical revenue source for local producers. The allocated funding, however, only addressed a fraction of the need given that applications for funding totaled nearly \$3 million, and this past year the state only allocated \$100,000. Colorado's low-income families, agricultural sector, and local food systems would all benefit by providing increased funding on an annual basis for the Food Pantry Assistance Grant. This legislation would ensure more Colorado families have the food they need, when and where they need it.
- 3 Expand Additional Healthy Food Incentive Programs:** Programs like the Produce Box Program that purchases Community Supported Agriculture shares directly from farmers for families with low incomes, or the Double Up Food Bucks program that provides a money match for healthy foods for families on SNAP shopping at farmers' markets, are a win-win for hungry Colorado families and rural producers throughout the state. These healthy incentive programs have proven to be very effective in terms of positive health and food security outcomes, but require additional funding to support their ongoing implementation. They are an effective means of increasing the outcomes of programs like SNAP by allowing consumers to purchase more healthy foods, while expanding the pipeline from Colorado producers to low-income consumers. Double Up Food Bucks can quintuple the number of SNAP recipients who shop at farmers' markets, and the Produce Box Program provided over 500 farm shares directly from Colorado produces to families with low incomes in 2019.



BYLAWS OF THE EARLY CHILDHOOD LEADERSHIP COMMISSION

ARTICLE I. PURPOSE

Section 1- Name

The name of this body shall be the Early Childhood Leadership Commission (ECLC), hereafter referred to as the “Commission.”

Section 2- Purpose

The purpose of the Commission is to ensure and advance a comprehensive service delivery system for pregnant women and children from birth to eight years of age using data to improve decision-making, alignment and coordination among federally funded and state-funded services and programs for pregnant women and young children and their families. At a minimum, the comprehensive service delivery system for pregnant women and children and their families must include services in the areas of prenatal health, child health, child mental health, early care and education, and family support and parent education.

This Commission shall serve as the “State Advisory Council on Early Childhood Education and Care for children from birth to school entry” as designated in the *Improving Head Start for School Readiness Act of 2007, Public Law (P.L.) 110-134*.

The Early Childhood Leadership Commission will serve in the following roles:

Statewide leader

- Promote a shared vision for early childhood in Colorado
- Set the strategic direction for early childhood services and governance
- Be a trusted advisory body to all stakeholders and sectors
- Embody a fully aligned system of supports

Subject matter expert

- Represent the full spectrum of early childhood stakeholders and supporters
- Develop innovative tools, approaches and resources
- Provide systems-level thinking and oversight
- Hold constituents accountable and track progress against defined outcome metrics
- Identify and secure sufficient data to make informed decisions

Communicator and connector

- Partner with key statewide entities in all sectors - public, nonprofit and private
- Be a credible, vocal advocate in support of early childhood in Colorado
- Coordinate the state’s interagency work and connect with community efforts
- Build public will, awareness and community support for early childhood
- Communicate with the Governor’s office, the General Assembly, and state agencies

ARTICLE II. ESTABLISHMENT OF ECLC

Section 1- Legislative Declaration

In 2010, the general assembly declared that it was essential to create a high-level, interagency, public-private leadership commission to identify opportunities for, and address barriers to, the coordination of federal and state early childhood policies and procedures in order to promote access to programs and services that affect the health and well-being of Colorado's children.

The ECLC was authorized in 2013 through HB 13-1117, and reauthorized in 2017 through HB 17-1106.

ARTICLE III. DUTIES AND FUNCTION OF ECLC

Section 1- Duties

In addition to any other duties specified in law, the commission has the following duties:

- ❖ To identify opportunities for, and barriers to, the alignment of standards, rules, policies, and procedures across programs and agencies that support young children and to recommend to the appropriate committees of reference of the general assembly pursuant to part 2 of article 7 of title 2 and to government and nonprofit agencies and policy boards changes to enhance the alignment and provision of services and supports for pregnant women and young children and their families;
- ❖ To advise and make recommendations to the state department and to other relevant early childhood entities concerning implementation of the early childhood Colorado framework;
- ❖ To assist public and private agencies in coordinating efforts on behalf of pregnant women and children and their families, including securing funding and additional investments for services, programs, and access to these services and programs for children and their families;
- ❖ To consider and recommend waivers from state regulations on behalf of early childhood councils as provided in section 26-6.5-104 (1);
- ❖ To monitor the ongoing development, promotion, and implementation of:
 - A quality, cohesive professional development and career advancement system;
 - High-quality, comprehensive early learning standards; and
 - The sharing and use of common data for planning and accountability among early childhood programs.
- ❖ To develop strategies and monitor efforts concerning:
 - Increasing children's school readiness;
 - Increasing participation in and access to child care and early education programs; and
 - Promoting family and community engagement in children's early education and development.

In fulfilling its duties, the commission shall collaborate, at a minimum, with:
Members of the early childhood councils established pursuant to section 26-6.5-103; and any other

boards, commissions, and councils that address services and supports for pregnant women and young children.

Section 2- Staff Duties

The Colorado Department of Human Services, through the Office of Early Childhood, as the Lead Agency, shall partner with other public and private entities to make available staff, meeting space, materials and other resources to support the work of the Commission. The staff is responsible for effectively processing Commission business. This includes but is not limited to ensuring meeting materials are thoughtfully prepared and distributed in advance of the meeting and managing the Commission's website and calendar.

ARTICLE IV. MEMBERSHIP

Section 1- Composition of Voting Members

The Commission shall consist of up to twenty members as follows:

The executive directors of each of the following agencies or their designees:

- The state department of human services;
- The head start state collaboration director for Colorado;
- The department of public health and environment;
- The department of health care policy and financing; and
- The department of higher education;

The commissioner of education or his or her designee;

No more than fourteen persons appointed by the governor, which persons collectively have the following expertise, affiliations, or backgrounds:

- Representatives of local government groups;
- Representatives of school districts;
- Providers of early childhood supports and services;
- Persons whose families receive early childhood supports or services;
- Representatives of statewide foundations and nonprofit organizations involved in early childhood issues;
- Members of the business community; and
- Representatives of the local public health community.

In appointing persons to the Commission, the governor shall ensure that the appointed persons reflect the gender balance and ethnic diversity in the state and provide representation from throughout the state and that the Commission includes representation of persons with disabilities.

Section 2- Appointment and Terms of Membership

All appointed members will serve three-year terms, unless a member is appointed to fulfill the remainder of a term vacated by a previous Commissioner. The governor shall appoint three persons from among the members of the Commission, one representing business interests, one representing private, nonprofit entities, and one representing public entities, to serve as co-chairs of the Commission. The Commission shall meet regularly at the direction of the co-chairs and as often as

necessary to fulfill its duties. The co-chairs may appoint working groups and subcommittees to assist the Commission in its work or to address specific issues. The working groups and subcommittees, at the discretion of the co-chairs, may consist of any combination of members of the Commission and other persons from the community.

Section 3- Termination of Membership

Members may be subject to removal for failure to attend full Commission meetings. If a member fails to attend three Commission meetings, during the course of any given fiscal year, without an excused absence, it is incumbent upon the ECLC Director to recommend to the Governor and to the co-chairs to terminate the individual's appointment to the Commission. A leave of absence will be granted to a Commission member for personal or family related medical reasons or due to a job change.

ARTICLE V. COMMITTEES

Section 1- Appointment of Committees

The ECLC co-chairs may appoint subcommittees and working groups to assist the ECLC in its work or to address specific objectives. ECLC subcommittees and working groups are the mechanisms to gather broad stakeholder input as it relates to the ECLC's stated purpose and defined priorities.

Section 2- Definitions

Subcommittee: an advisory group of diverse representatives formed under the direction of the ECLC to undertake specified focus areas of the ECLC's work. Subcommittees are generally permanent entities but can be disbanded if the specific area of focus is no longer needed.

Working Group: a diverse group of people formed under the direction of a subcommittee to accomplish a certain goal or objective. Working groups disband once the goal or objective has been completed.

Section 3- Formation and Membership

The ECLC co-chairs and the subcommittee or working group co-chairs shall determine the membership of the group. The co-chairs of the ECLC, along with the co-chairs of the subcommittees who are members of the ECLC, shall form the ECLC Executive Subcommittee. The Subcommittee co-chairs must include one current Commissioner identified by the ECLC. ~~are current Commissioners identified by the ECLC.~~ The Working Group co-chairs are not required to be current Commissioners of ECLC.

Membership in the subcommittees and working groups should include diverse, cross-sector representation and subject matter experts from the community. Stakeholders and members of the general public are welcome and encouraged to attend subcommittee and working group meetings.

ARTICLE VI. MEETINGS

Section 1- Meeting Schedule

The Commission shall meet bimonthly at the direction of the co-chairs and as often as necessary to fulfill its duties.

Section 2- Voting Procedure of Meetings

Records will be kept of motions made, moving and seconding members, abstentions and votes taken. Whenever possible, consensus shall be used as the operational decision making process. However, the

rules contained in the most current edition of *Robert's Rules of Order, Revised*, shall govern all Commission meetings except in instances of conflict between the rules of order and the provisions of law. A simple majority of the voting members of the Commission constitute a quorum for the transaction of business. Members who cannot attend a meeting in person may teleconference and be considered present and part of the quorum.

Section 3- Colorado Open Records Act

All records of the Commission, Subcommittees and Working Groups, including writings, reports, papers, photographs, tape recordings and electronic mail, shall be kept and made accessible to members of the public upon request pursuant to the "Colorado Open Record Act."

Section 4- Colorado Open Meetings Law

All meetings of the Commission including Subcommittee and Working Group meetings shall be open to the public, pursuant to the Colorado Open Meetings Law. Meetings will be announced in accordance with the Colorado Open Meetings Law. The ECLC Staff will provide reasonable notice (at least four days) to public and any known interested parties. The ECLC make public the meeting by posting on public Google calendar, Office of Early Childhood google calendar and on the ECLC website. Notice shall include the Agenda and Minutes for the meeting.

ARTICLE VII. MEETING PROCEDURES

Section 1- Meeting Materials

Meeting materials are prepared to ensure the Commission and the public are informed of business being considered. Commissioners are given material in advance to ensure Commissioners and the public have time to study and consider the proposals.

Section 2- Public Comment Procedures

Individuals may contact ECLC staff prior to a meeting to request time during the public comment period; a sign-up sheet will also be provided at the start of each meeting for stakeholders and members of the public to register their request to offer public comment during the meeting. 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. If the public comment period ends before all parties have had a chance to speak, ECLC staff will add the names of speakers to the following ECLC Meeting agenda.

Section 3- Presentations

Presentations can be shared with the full ECLC by stakeholders, organizations, Commissioners and members of the public. Presentations are approved prior to each meeting by the ECLC Executive Subcommittee, and the allotted time for each presentation is noted on the meeting agenda. Members of the public who wish to request to present to the ECLC can do so by contacting the ECLC staff. ECLC staff will refer the requestor to the appropriate subcommittee or working group co-chairs to coordinate an initial presentation to that group.

Section 4- Key Communications

The ECLC will discuss key communications and policy-making decisions during the Commission's open meetings. ECLC staff will work with the ECLC co-chairs to finalize communications on behalf of the Commission. A Commission member can communicate that they are representing the Commission only

when the Commission has authorized the individual's representation.

ARTICLE VIII. CONFLICT OF INTEREST

Section 1- Policy

Members of the Commissioners are citizen volunteers that participate in a board or commission that is a public body. This Commission has been established pursuant to the laws of the State of Colorado. It is the policy of this Commission that members of the Commission, including its committees and staff, undertake their respective responsibilities with an unbending duty of loyalty and fidelity to the Commission and the state of Colorado. Commissioners are to perform the affairs of this Commission honestly and openly, exercising their best care, skill and judgment for the benefit of the Commission and the general public of the state of Colorado. No member of the Commission shall cast a vote on any matter, which would provide direct financial benefit to that member or their agency or otherwise give the appearance of a conflict of interest under State Law. All members have a duty to disclose the existence of any actual or potential conflict of interest by completing the *Conflict of Interest Disclosure Form*.

ARTICLE IX. ANNUAL REVIEW AND AMENDMENTS

Section 1- Review

These bylaws will be reviewed annually to ensure best practices are utilized. These bylaws may be amended when necessary by a 2/3 majority vote of the ECLC membership. Proposed amendments must be submitted for review by the ECLC at least one week prior to the meeting where a vote will take place.

These bylaws are approved on October 25, 2018 and supersede previous versions of polices and/ or bylaws adopted by the Commission.



ECLC Communications Subcommittee

Subcommittee Charge:

Work with parents, providers and stakeholders to advance appropriate, accessible, and timely communication efforts with parents and caregivers throughout Colorado.

§ 26-6.2-104 Legislative Duties associated with Subcommittee:

- (c) To assist public and private agencies in coordinating efforts on behalf of pregnant women and children, including securing funding and additional investments for services and programs for children and their families;
- (e) To monitor the ongoing development, promotion, and implementation of:
 - (II) High-quality, comprehensive early learning standards; and
 - (III) The sharing and use of common data for planning and accountability among early childhood programs;
- (f) To develop strategies and monitor efforts concerning:
 - (II) Increasing participation in and access to child care and early education programs; and
 - (III) Promoting family and community engagement in children's education and development.

ECLC Areas of Opportunity:

After engaging with stakeholders to understand the history and progress of early childhood in Colorado as well as the wide array of policy strategies and opportunities that exist to ensure the state continues to move forward, the Commission has identified three Areas of Opportunity that are most critical to continue the advancement of work in early childhood across the state.

Area 1: Improve Access to High Quality Early Care & Education For All Families

Area 2: Elevate the Early Childhood Workforce to Ensure Coordinated Career Pathways and Appropriate Compensation

Area 3: Support Improved Family Health & Economic Security Through a Two-Generation Approach

ECLC Strategic Plan Alignment:

~~THEORY OF CHANGE: Through data gathering, policy development and community engagement, ECLC improves service delivery and interagency support for Colorado children birth to age 8.~~

~~Goal 1: Expand Early Childhood Awareness~~

~~Goal 2: Elevate Early Childhood Professional Workforce~~

Key Principles of Communications Work:

- Use research and recommendations from ECCC
- Authentic family/caregiver engagement
- Two Generation Lens
- Subcommittee will operate in an inclusive and accessible manner

Communications Subcommittee Next Steps:

- ECLC Approves Subcommittee and Membership
- Distribute the best practices resource document [Communication Guidelines for Engaging with Parents and Caregivers](#)
- Continue working on an online platform for sharing tools, resources and strategies to improve the coordination of communication efforts within Colorado
- Encourage all who connect with new parents to incorporate parent and caregiver engagement strategies and messages into their programs and outreach
- Support the communications activities of the [Colorado Shines Brighter Preschool Development Grant](#)
- ~~Determine 3 actionable strategies~~
- ~~Develop a work plan by December 2017~~
- ~~Secure adequate resources needed for projects~~

Membership:

- ECLC Members

- Parents/Caregivers
- Local/Regional Early Childhood Programs with Communication efforts
- Early Childhood Councils with Communications Experience or Expertise
- Communication Subject Matter Experts
- Foundations/Philanthropic partners interested in Communication efforts
- OEC, CDHS Communications
- CDPHE Communications
- CDE Communications
- Early Childhood Council member
- Statewide communication initiatives

Duration:

- Subcommittee membership designated February 27, 2020 for one year, until February, 2021. ~~on August 24, 2017 for two years, until August 2019.~~
-



ECLC Data Subcommittee

Subcommittee Charge:

The Data Subcommittee of the ECLC will monitor progress across early childhood systems, support continued collection of data, and evaluate progress on the ECLC's strategic priorities in order to leverage and connect existing data efforts and encourage effective data use in decision-making.

§ 26-6.2-104 Legislative Duties associated with Subcommittee:

In addition to any other duties specified in law, the commission has the following duties:

- (b) To advise and make recommendations to the state department and to other relevant early childhood entities concerning implementation of the Early Childhood Colorado Framework;
- (e) To monitor the ongoing development, promotion, and implementation of:
 - (I) A quality, cohesive professional development and career advancement system;
 - (II) High-quality, comprehensive early learning standards; and
 - (III) The sharing and use of common data for planning and accountability among early childhood programs;
- (f) To develop strategies and monitor efforts concerning:
 - (I) Increasing children's school readiness;
 - (II) Increasing participation in and access to child care and early education programs; and
 - (III) Promoting family and community engagement in children's education and development.

ECLC Strategic Plan Alignment:

~~THEORY OF CHANGE: Through data gathering, policy development and community engagement, ECLC improves service delivery and interagency support for Colorado children birth to age 8.~~

~~Goal 1: Expand Early Childhood Awareness~~

~~Goal 2: Elevate Early Childhood Professional Workforce~~

~~Goal 3: Align Early Childhood Systems~~

ECLC Areas of Opportunity:

After engaging with stakeholders to understand the history and progress of early childhood in Colorado as well as the wide array of policy strategies and opportunities that exist to ensure the state continues to move forward, the Commission has identified three Areas of Opportunity that are most critical to continue the advancement of work in early childhood across the state.

Area 1: Improve Access to High Quality Early Care & Education For All Families

Area 2: Elevate the Early Childhood Workforce to Ensure Coordinated Career Pathways and Appropriate Compensation

Area 3: Support Improved Family Health & Economic Security Through a Two-Generation Approach

ECLC Data Vision:

Reliable, relevant and secure data guides and informs early childhood decision-makers at all levels who are working to ensure all children are valued, healthy and thriving in Colorado.

The Data Subcommittee will achieve this Vision by:

- Serving as a Data Champion - encourage collection and use of data in decision making and policy development across all levels of early childhood systems
- Modeling Effective Use of Data - incorporate data as an essential component in all early childhood conversations and decisions
- Accumulating Information - obtain and share current information from state agencies and other trusted data sources
- Building Data and Report Reference Library - create and maintain library of reports and resources on early childhood outcomes
- Facilitating Connections - create space for early childhood data collectors to connect, collaborate, and advance the use of data in decision making

Membership:

- ECLC Members
- Parents/Caregivers
- Early Childhood Programs with Data Efforts or Expertise
- Early Childhood Councils with Data Experience or Expertise
- Data and Research Subject Matter Experts
- Statewide Early Childhood Organization
- Foundations/Philanthropic partners interested in Data efforts
- OEC, CDHS Strategic Operations
- CDPHE Data and Operations
- CDE Data and Operations
- HCPF Data and Operations

- Institutes of Higher Education
- EC Workforce 2020 Plan Representative
- Health and Mental Health Representatives

Data Subcommittee Next Steps:

- ECLC Approves Subcommittee and Membership
- Review and disseminate trusted, publicly available early childhood data resources and reports on the Early Childhood Colorado Framework website
- Advance the three ECLC Areas of Opportunity and monitor the progress of each area
- Advocate for the importance of school readiness data
- ~~Determine priorities from EC Workforce 2020 Plan and Data Questions~~
- ~~Identify Framework Website Data/Report Criteria Requirements and Process for approving reports~~
- ~~Presentations and Awareness of Data Efforts:~~
 - ~~Colorado Information Marketplace~~
 - ~~Early Childhood Participation Project~~

Duration:

- Subcommittee membership designated on February 27, 2020 for one year, until February, 2021 ~~on August 24, 2017 for two years, until August 2019.~~



ECLC Program Quality & Alignment Subcommittee

Subcommittee Charge:

The Program Quality and Alignment Subcommittee (PQA) of the Early Childhood Leadership Commission is charged with identifying opportunities for, and barriers to, the alignment of standards, rules, policies, and procedures across programs and agencies that support young children and to enhance the alignment and provision of services and supports for young children.

§ 26-6.2-104 Legislative Duties associated with Subcommittee:

In addition to any other duties specified in law, the commission has the following duties:

- (a) To identify opportunities for, and barriers to, the alignment of standards, rules, policies, and procedures across programs and agencies that support young children;
- (b) To advise and make recommendations to the state departments and to other relevant early childhood entities concerning implementation of the early childhood Colorado framework;
- (c) To assist public and private agencies in coordinating efforts on behalf of pregnant women and children and their families, including securing funding and additional investments for services, programs, and access to these services and programs for children and their families;
- (e) To monitor the ongoing development, promotion, and implementation of:
 - (I) A quality, cohesive professional development and career advancement system;
 - (II) High-quality, comprehensive early learning standards; and
- (f) To develop strategies and monitor efforts concerning:
 - (I) Increasing children's school readiness;
 - (II) Increasing participation in and access to child care and early education programs; and
 - (III) Promoting family and community engagement in children's early education and development.

ECLC Areas of Opportunity:

After engaging with stakeholders to understand the history and progress of early childhood in Colorado as well as the wide array of policy strategies and opportunities that exist to ensure the state continues to move forward, the Commission has identified three Areas of Opportunity that are most critical to continue the advancement of work in early childhood across the state.

Area 1: Improve Access to High Quality Early Care & Education For All Families

Area 2: Elevate the Early Childhood Workforce to Ensure Coordinated Career Pathways and Appropriate Compensation

Area 3: Support Improved Family Health & Economic Security Through a Two-Generation Approach

~~ECLC Strategic Plan Alignment:~~

~~THEORY OF CHANGE: Through data gathering, policy development and community engagement, ECLC improves service delivery and interagency support for Colorado children birth to age 8.~~

~~Goal 2: Elevate Early Childhood Professional Workforce~~

~~Goal 3: Align Early Childhood Systems~~

The PQA Subcommittee will achieve this Vision by:

- Creating an environment for early childhood stakeholders to share their work and collaborate across systems;
- Monitoring early childhood systems and making recommendations for changes that would better align services and supports for families;
- Aligning state and local efforts to the Early Childhood Colorado Framework;
- Review and analyze EC systems alignment through an audit that measures baseline alignment of EC programs and services to be guided by the committee and relevant state agencies (subject to adequate fundraising); and
- Developing Working Groups to explore specific early childhood topic areas and develop strategies and solutions for better coordination.

Membership:

- ECLC Members
- Parents/Caregivers
- Early Childhood Councils
- Statewide Early Childhood Organizations
- Foundations/Philanthropic partners interested in early childhood alignment efforts
- Representatives from State Agencies who interact with early childhood systems, including CDPHE, CDE, HCPF and CDHS
- Health or Behavioral Health subject matter experts
- Organization focused on Family and Community Engagement
- Representative from Early Care & Learning organizations
- Representative from P-12 Education System
- Policy advocacy organization
- Representative from each of the Working Groups established by ECLC/PQA

PQA Subcommittee Next Steps:

- Identify opportunities for alignment across early childhood systems and leverage existing work, such as:
 - Coordination / Communication / Trust / Relationship Building across state agencies and partners
 - Framework Website + Inclusion of Policy Strategies and Vision
 - Support the implementation of the EC Workforce 2020 Plan
 - Advocate for Infant and Toddler strategies that connect with other early childhood systems
 - Support Prenatal - 3rd grade Strategies and alignment across school and early childhood systems
 - Manage the implementation of the Colorado Shines Brighter Statewide Strategic Plan

Duration:

- Subcommittee membership designated on February 27, 2020 ~~August 23, 2018 for two years, until~~ until February, 2021 ~~August 2020~~.



Subcommittee Updates

February 27, 2020 ECLC Meeting

Communication Subcommittee:

The Communication Subcommittee meeting was cancelled this month, due to scheduling conflicts. The group reviewed by email the results regarding the parent messaging survey by SE2, as part of their work with the Preschool Development Grant (PDG). A small group of members will be presenting at the Rocky Mountain Early Childhood Conference on communication efforts, resources and tools in Colorado. The next meeting is scheduled for April 9, 2020.

Data Subcommittee:

The ECLC guided by the work of the Data Subcommittee, did submit a letter to the Colorado State Board of Education that recommends that the reporting system for state level Kindergarten Readiness data be revised to allow for analysis of children's school readiness by each of the six domains, rather than the current reporting only of number of domains in which students demonstrate readiness.

The Data Subcommittee met this month and had presentations on the PDG Needs Assessment and Colorado Market Rate Study. The Subcommittee also reviewed the third Area of Opportunity data indicators. The next meeting is TBD.

Program Quality & Alignment Subcommittee:

The Program Quality and Alignment Subcommittee met in January and had presentations from the Working Groups. The Subcommittee heard updates on the PDG Renewal Grant. The group learned about the current FAMLI efforts and how to engage in the task force. The next meeting is scheduled for March 6, 2020. The ECPD Advisory Working Group has identified four priorities for the group to address during the next year. The next ECPD Advisory Working Group meeting is scheduled for April 7, 2020.