



Thursday, February 25, 2021

9:30 am - 12:30 pm

Google Hangouts

Link: meet.google.com/ron-qzcf-vkd

Or by phone: 573-375-5155 PIN: 909 031 343#

AGENDA

Meeting Objectives:

- Approve Meeting Minutes from December 17, 2020 Meeting
 - Identify Next Steps to Continue Equity, Diversity and Inclusion Conversations
 - Provide Feedback on the Colorado Shines Framework and ECE Competencies
 - Learn about the Early Childhood Comprehensive Systems Grant Opportunity
 - Discuss State Agency Legislative Priorities
 - Hear from the Early Childhood Community during Public Comment
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| 9:30-9:35am | Welcome and Introductions (Susan Steele) <ul style="list-style-type: none">• ACTION: Approval of December 17, 2020 Meeting Minutes• Thank you CDPHE Representative Tracy Miller!• Welcome CDPHE Representative Rachel Hutson! |
| 9:35-9:40am | Business Meeting (Susan Steele) <ul style="list-style-type: none">• 2020 Early Childhood Leadership Commission Annual Report• ACTION: Review Waiver Updates from the Early Childhood Council of Larimer County and the Mesa County Partnership for Children and Families |
| 9:40-10:20am | Equity, Diversity and Inclusion - Continued Discussion/Action Steps (Heather Craiglow) <ul style="list-style-type: none">• Debrief on the Professional Development Information System Course: <i>Recognizing the Impact of Bias on Early Childhood Professionals</i>• Review the Early Childhood Leadership Commission Equity Statement• Review the Universal Preschool Policy Discussion Guide and Discuss Next Steps |
| 10:20-10:50am | Child Care and Development Fund (CCDF) State Plan (Stacey Kennedy) |
| 10:50-11:00am | Break |
| 11:00-11:10am | Public Comment (Pamela Harris) |
| 11:10-11:30am | Early Childhood Comprehensive Systems Grant (Rachel Hutson and Kristina Heyl) |

- 11:30-11:55am** State Agency Legislative Priorities (Pamela Harris)
- Colorado Department of Human Services (Anne-Marie Braga)
 - Office of Early Childhood (Mary Alice Cohen)
 - Colorado Department of Higher Education (Angie Paccione)
 - Colorado Department of Health Care Policy & Financing (Tom Massey)
 - Colorado Department of Education (Melissa Colman)
 - Colorado Department of Public Health & Environment (Rachel Hutson)
- 11:55-12:05pm** Legislative Updates (Bill Jaeger, Colorado Children’s Campaign)
- 12:05-12:15pm** Governor’s Office Updates (Scott Groginsky)
- 12:15-12:25pm** ECLC Areas of Opportunity - 2021 Indicators Report (Heather Matthews)
- 12:25-12:30pm** Co-Chairs’ Final Thoughts, Next Steps and Adjourn (Tom Massey)
- Next Meeting: Subcommittee Updates and Equity, Diversity and Inclusion Work
 - Next Meeting: Review ECLC Areas of Opportunity - 2021 Indicators Report and Discuss Next Steps

ECLC 2021 Meeting Schedule

- February 25, 2021
- April 22, 2021
- June 24, 2021
- August 26, 2021
- October 28, 2021
- December 16, 2021

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

ECLC Meetings:

The next **ECLC Meeting** will be held on April 22, 2021, virtual meeting only.

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



**Early Childhood Leadership Commission Meeting
December 17, 2020 9:30-12:30pm
Google Hangouts**

MINUTES

Meeting Objectives:

- Approve Meeting Minutes from October 22, 2020 Meeting
 - Discuss the Universal Preschool Policy Discussion Guide and Identify Next Steps
 - Consider Revisions to Colorado Shines Brighter Strategic Plan
 - Learn about State Agency Updates and Legislative Priorities
 - Discuss Impacts of COVID-19 Pandemic Across Different Sectors
 - Hear from the Early Childhood Community during Public Comment
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Attendance: Susan Steele, Angie Paccione, Tracy Miller, Ida Rhodes, Jai Scott, Pamela Harris, Heather Craiglow, Kate Reinemund, George Welsh, Sue Renner, Adeeb Khan, Happy Haynes, Melissa Colman, Rebecca Kantor, Jeanne McQueeney, Jehan Benton-Clark, Kristina Heyl

Welcome and Approve Minutes

Pamela Harris welcomed everyone and thanked them for joining. She asked for a review of the minutes; there was one correction to a Commissioner's name. Kate Reinemund moved to approve the minutes, Heather Craiglow seconded, and the minutes were approved unanimously.

Business Meeting

Rocky Mountain Early Childhood Council - Waiver Extension Request #20-01

- Kristina Heyl reminded everyone that the ECLC has a statutory responsibility to consider waiver requests on behalf of early childhood councils when a rule impedes their ability to implement a council project. The Rocky Mountain Early Childhood Council (RMECC) has had a waiver in place for 18 months that creates a Provisional-Early Childhood Teacher (P-ECT) designation, allowing individuals who meet certain requirements to serve as ECTs with additional supports such as mentoring and observations until they meet full qualifications. Stacy Petty has been providing updates every six months and shared that 7 out of the 8 applicants are still teaching who originally participated in this program. This waiver is being requested to be extended for another 18 months. ECLC reached out to CDHS's OEC for any concerns about the extension. The OEC requested the same guidelines still be in place but is comfortable with the waiver being extended. The Waiver Review Subcommittee met with representatives from OEC and RMECC and recommends extending the waiver for an additional 18 months.

Happy Haynes made a motion to approve the Waiver #20-01 for 18 months; Kate Reinemund seconded the motion and it passed unanimously.

Consider Revisions to Home Visiting Investment Strategy Working Group Charge

- Ida Rhodes, one of the co-chairs of the Home Visiting Investment Strategy Working Group, shared that the group has met three times and has been having wonderful discussions on the home visiting landscape in Colorado. She shared that the working group is suggesting a few

revisions to the charge, which include stronger inclusion of parent and family voice, a definition of home visiting, and the directive for the group to consider scaling existing *and* consideration of new models. The ECLC discussed the need to ensure that families who do not currently access home visiting be included as well.

George Welsh made a motion to approve the revisions to the Home Visiting Investment Strategy Working Group charge, Adeb Khan seconded the motion, and it was approved unanimously.

Consider Revisions to Colorado Shines Brighter Strategic Plan

- Carrie Germeroth and Mike Siebersma from Marzano Research reminded the Commission that the Colorado Shines Brighter (CSB) Strategic Plan was developed and endorsed in 2019. As part of the Preschool Development-Renewal Grant, the state committed to an annual review of the plan; the Commission approved a Working Group to review the plan and recommend updates to the Commission for consideration. Marzano was hired to lead this work, which consisted of the creation of a Landscape Analysis, engagement with a wide array of stakeholders, facilitation of the Working Group, and a final report with recommendations.

The Landscape Analysis was created by asking for organizations to share how they were implementing and supporting the strategies in the Strategic Plan. An electronic survey was open for one month during Fall 2020; 63 organizations responded that served children and families statewide across the entire birth-5 system. The results produced an inventory that was released by Marzano through a searchable excel file. The file is now live on the ECLC website: <http://www.earlychildhoodcolorado.org/colorado-shines-brighter>. The website also includes a five minute tutorial video on how to use the file.

Carrie and Mike talked about the numerous avenues they utilized for stakeholder engagement, including discussions at the Program Quality & Alignment Subcommittee, discussions with the Butler Institute on family and caregivers, and the facilitation of a broad group of stakeholders who participated in the CSB Working Group. Based on data from the landscape analysis, ongoing assessment of activities, current environment and response to continuous quality improvement, they ultimately recommended updates to 4 PDG funded and 16 non-PDG funded strategies, as well as 3 new strategies:

1. Support School district systemic coordination with community based ECE Programs to improve children's transitions to kindergarten (and early elementary school grades).
2. Increase physical activities in ECE settings
3. Develop a model of direct service, care coordination, and parenting support to connect families of children up to age three who do not meet eligibility for IDEA Part C Early Intervention to programs and services that can address children's developmental needs

Melissa Colman moved to approve the recommended updates to the Colorado Shines Brighter Strategic Plan; Kate Reinemund seconded and the updates were approved unanimously.

Universal Preschool Policy Engagement - Continued Discussion/Action Steps

Susan Steele reminded everyone that the ECLC has created the [*Universal Preschool Policy Discussion Guide*](#), which is a compilation of critical components, as well as key questions with a focus on equity, that the ECLC believes must be considered when developing and implementing the state's universal preschool program, which will receive funding from the passage of Proposition EE. The co-chairs shared the guide with the Governor and noted great alignment in

the areas of mixed-delivery, quality, and equity.

This is the first step in engaging with the preschool policy work being led by the Children's Campaign and Early Milestones Colorado, and she noted that we hope to share the guide with the Preschool Policy Leadership Committee and the Preschool Policy Advisory Committee soon so that it can help inform the recommendations that will ultimately go to the Governor and the Legislature. She encouraged the Commissioners to begin sharing it with their networks and noted that Kristina Heyl is creating some shared talking point.

Finally she reminded everyone that there is a need to start to think about areas for the ECLC to weigh in and provide more specific guidance (funding, governance, etc.) She asked the Commissioners to begin thinking about how they want to engage in 2021 and to share the guide with their networks.

Equity, Diversity and Inclusion - Continued Discussion/Action Steps

Susan Steele announced that all of the subcommittees have been thinking about equity, diversity and inclusion and how to make sure to use an equity lens in their work. It is important that we keep this at the top of our mind in 2021; we've talked about the idea of all subcommittees contributing to a shared framework, which we can explore more in 2021. As a next step to continue the conversations with the full Commission, we are encouraging all ECLC members to take a course in the Professional Development Information System (PDIS), called "Recognizing the Impact of Bias on Early Childhood Professionals." Jen McDonald from the OEC walked everyone through the process to register and access the course, and noted that the course has received national attention as a resource for those in the early childhood community. The course should take 90 minutes; the Commission will have a discussion at the next meeting and encouraged everyone to participate.

Governor's Office Updates

Scott Groginsky provided updates from the Governor's Office, starting by sharing the excitement that Proposition EE passed, which will provide resources to support universal preschool for all 4 year olds in Colorado. The Legislature passed the Governor's \$45 million request for early childhood provider stimulus funding in the Legislative Special Session. The Joint Budget Committee will soon consider the rest of the early childhood-related budget requests, which include:

1. Protection of current investments (existing programs, such as Colorado Preschool Program, Home Visiting, Early Childhood Mental Health)
2. Supplemental stimulus funds (\$45M which passed in the Special Session; outstanding \$5M for grants for businesses to develop on-site centers)
3. New requests for state fiscal year 2021-22 (new investments including recruitment and retention grant scholarship program and early intervention transfer to CDHS)

Pamela Harris made a motion to endorse the [2021-2022 budget and \\$5 million supplemental request](#) presented by Scott Groginsky; Happy Haynes seconded the motion. Members voted unanimously to support the motion, with Jehan Benton-Clark and Melissa Colman abstaining.

Public Comment and Member Updates

There were no public comments.

State Agency Updates + Legislative Priorities

Colorado Department of Public Health (Tracy Miller)

- There is new goal to increase the number of children under the age of 10 years old in

- obesity control intervention, which include strategies that support early childhood.
- They are working in partnership with other agencies, such as developing courses for PDIS on public health-related topics.
- They just released a data brief on Paid Family Leave, and are working on implementations of the Paid Family Leave measure passed in November. Access to paid leave data brief from CDPHE: <https://drive.google.com/file/d/1FmVUjAPMqkmErFu67VFfrMXg6eWOkU5C/view>
- Health eMoms: Data is collected from mothers with new babies on a variety of topics related to health and well-being; updated data which includes estimates broken down by geography, age, education, race/ethnicity, Medicaid status, and pre/post-COVID (Survey 2.1), and WIC status (Survey 1.1) can be found here: <https://www.colorado.gov/pacific/cdphe/health-emoms-survey-data>.
- They are also working on the updated priorities for Maternal and Child Health for the next 5 years; they are beginning to implement the priorities at the state level and working with partners to develop local strategies.
- Cavity Free at Three has collaborated with WIC Program to develop local and state oral health trainings. This is a pilot program and they hope to roll out additional training opportunities in 2021.

Colorado Department of Higher Education (Angie Paccione)

- Based on the feedback from the Needs Assessment data from Early Milestones and CEI, the Department's Educator Preparation faculty convening was on Family, School, and Community Partnerships. From that, 10 faculty from 9 institutions are forming a Community of Practice to share how they incorporate that into preparing teachers.
- Dr. Paccione also shared they are interested in supporting college campuses in developing early childhood centers on all campuses, and hopes that there could additional federal stimulus funding to support this.

Colorado Department of Health Care Policy (Jo Donlin)

Jo shared HCPF's legislative agenda for 2021, which include:

- There has been an increase in Medicaid and telemedicine usage; HCPF is proposing more regulatory flexibility to continue to use telemedicine.
- They are considering a case management system redesign, which will remove third party brokers and bring the department into compliance and address client need.
- There is a proposal for an expansion of Medicaid providers with skilled professionals with nursing capabilities. The department does not have a process for individuals who want to pursue this; the proposal would create a new system based on growing community need.
- The remote supports proposal is a new optional delivery system that would allow providers to offer more services virtually.
- There is a request to develop a plan to expand importation of prescriptions from other countries beyond Canada (which already exists).

Colorado Department of Education (Melissa Colman)

- Preliminary student enrollment data has been collected for 2020-2021 school year, which shows that there has been a 3.3% decrease in enrollment for the 2020 school year, totaling 30,000 fewer students. This is the first time in 30 years school enrollment has decreased. Lower grades had the greatest drop in enrollment, including an estimated 9% decrease in kindergarten. Preschool numbers have been the most challenging to verify. The CDE teams are working hard to understand where there are un-used CPP positions that could be shared with other districts to utilize.
- A number of school districts are participating in an early literacy tool assessment program;

preliminary data is showing significant learning loss in grades K-3, particularly in first grade. It will be important to think about how best to mitigate the losses faced by all children this year.

- CDE is moving forward with implementation of the comprehensive state literacy grant. This is a five year grant program for pre-literacy reading and writing skills children birth through grade 12, focusing on children with disadvantages. This year's focus will be on a needs assessment and strategic plan; they are working to connect and align with other data collected and state plans. Melissa noted that 95% of the funds will be given directly to districts, 5% will stay with the state to help implement the grant.

Colorado Department of Human Services

Anne-Marie Braga and Mary Alice Cohen from CDHS were both at the Joint Budget Committee's hearing but shared a written update. Some highlights include:

- Governor Polis called a special session of the state legislature in November-December, to address the specific challenges posed by COVID-19. Child care was recognized as one of the sectors most at risk as well as one that facilitates the survival of most other sectors in the state. Out of this recognition, HB20B-1002 created two grant programs to support child care providers across the state: the first of which is being called the Child Care Relief Grant program and the second, the Emerging and Expanding Child Care Grant Program. The legislation appropriates \$45 million in General Fund to support licensed child care in sustaining and expanding their businesses. The bill was passed by the General Assembly and signed by the Governor on December 7th. Please encourage early childhood providers to update their status in the OEC portal so they will be eligible to receive these funds.
- Free weekly COVID testing is available across Colorado to child care providers, no referral or insurance required. A communication was sent to child care providers and the OEC's early childhood stakeholder list alerting them to this opportunity.
- The Department is reviewing child care center and family child care home rules and considering several updates; check out the OEC written update or contact the department to get involved with any of the rule review committees.

ECLC Panel: Impact of COVID-19 Pandemic on Your Work

Pamela Harris introduced the ECLC Panel discussion, noting that the pandemic has had a tremendous impact on all of the sectors in early childhood. The early care and learning industry has faced significant challenges, and it has also shown how critical the industry is to keeping businesses operating and families working. This panel is an opportunity to hear from other members of the Commission who work in different early childhood-related fields to better understand how the pandemic has impacted their work.

School Districts: George Welsh

- George shared that there has been significant challenges in schools remaining open; while there were no reported cases in the Canon City district in the first quarter, they saw outbreaks in the community that significantly impacted the school district. While schools are one of the safest places for kids to be when health and safety standards are implemented, there are significant challenges as kids transition in and out of learning environments and teachers work to try to support kids in their learning. There are losses for kids both academically and social-emotionally, as many of the typical school traditions are not able to occur.

Parent/Kindergarten Teacher: Jai Scott

- Jai shared that as a kindergarten teacher, she faces challenges every day in supporting kids to be able to access the different online learning platforms and learn the content. She

noted there are differences across families in terms of the support they can provide to kids while they are learning online, and that kids with less support available often lose confidence in their learning and struggle more to grasp the content.

- She noted that schools have been strategically and thoughtfully using their funds in engaging learning platforms. Special ed teachers, psychologists and other specialists have been helping students learn and providing additional supports for kids.

Supporting Early Childhood Providers: Sue Renner

- Early Learning Ventures support early childhood providers, and through the use of Alliance Core, they have been able to see real-time data on whether programs are open and enrollment levels of kids. She shared data that while most of the programs they work with have reopened, attendance rates have not recovered. This could be due to parents out of work and staying home with kids, and/or concern for kids returning to group settings. She also shared that child care subsidies (CCCAP) have provided consistent funding for providers when counties have policies that pay for absences, but that varies county-to-county and can change monthly, adding another challenge for providers.

Family Resource Centers: Ida Rhodes

As a family resource center, Ida noted that the demand for services increased dramatically during COVID. To support the growing need, FRCs have increased food distribution throughout the state; FEMA brought diapers and formula to families that were distributed through FRCs; and programs tried to continue offering services such as pick-up meals for people rather than in-person meals before programming (such as HIPPPY). While the needs continue to grow, she commended FRCs and other service organizations for their work to support families' basic needs during these challenging times.

The Commissioners offered comments and reflections on the panel's discussion, including a need to think about supporting and mitigating the losses (academic, social, emotional, etc) that all children could be facing as a result of the pandemic.

Co-Chairs' Final Thoughts and Adjourn

The Co-Chairs shared final remarks and thanked everyone for joining. The meeting was adjourned at 12:34pm.

The meeting adjourned at 12:30 pm.

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Mesa County Partnership for Children and Families

ECLC P-ECT waiver

Final Update

Mesa County is facing a severe shortage of early childhood education (ECE) teachers. The lack of available child care is impacting the ability of families to work and to effectively provide quality ECE for children. With the spread of the Coronavirus, it is even more important than ever that parents have safe, reliable care to support their return to work and child care providers have qualified and well trained staff to care for the children in service. In addressing this current workforce crisis, the Child Care 8,000 (CC8K) initiative has developed long term goals and strategies to close the ECT gaps. We requested Mesa County Child Care Centers and Preschools with a Colorado Shines Level of three or higher, in good standing with Child Care Licensing, be allowed to hire people into the ECT position who are not yet fully qualified, with a grace period of up to 12 months for the ECT to complete all qualifications.

With 13% (20 sites) of our centers rated a Level of three or higher, many of our centers are not eligible for the waiver. Of the 20, 13 eligible sites are school district preschool programs, which are unable to apply as the Directors are also the ECTs in dual roles. Of the other seven eligible sites we have had no new waivers utilized. The quality rating requirement and required paperwork were reported as barriers to utilization. The statewide Child Development Associate (CDA) waiver that followed this waiver deemed to be an easier option that we promoted.

Simultaneous to the P-ECT waiver, CC8K increased the opportunities for CDA credentials in the community, offering full scholarships, stipends, increased availability, and varied models. Efforts have focused on increasing the CDA, Director qualification scholarships, credit for prior learning and college scholarships, and Expanding Quality in Infant Toddler Care (EQIT). In 2020, an ECE substitute and temp to hire pool was brought to the community. Partnering with our Mesa County Workforce Center and CDHS led to internship expanded opportunities for CDA candidates as well as expanding college scholarships in the ECE field. CDA opportunities have largely expanded with the most recent partnership between The Office of Early Childhood, Mesa County Public Health, and Red Rocks Child Care Innovations to expand opportunities to 13 Western Slope counties, offering scholarships, stipends, and advisement for 90 candidates for 2020 and 40 candidates in 2021.

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 Level 3+
- Maximum of two P-ECTs per center

42%

*of eligible programs signed
a waiver agreement
(12 of 28 centers)*

17%

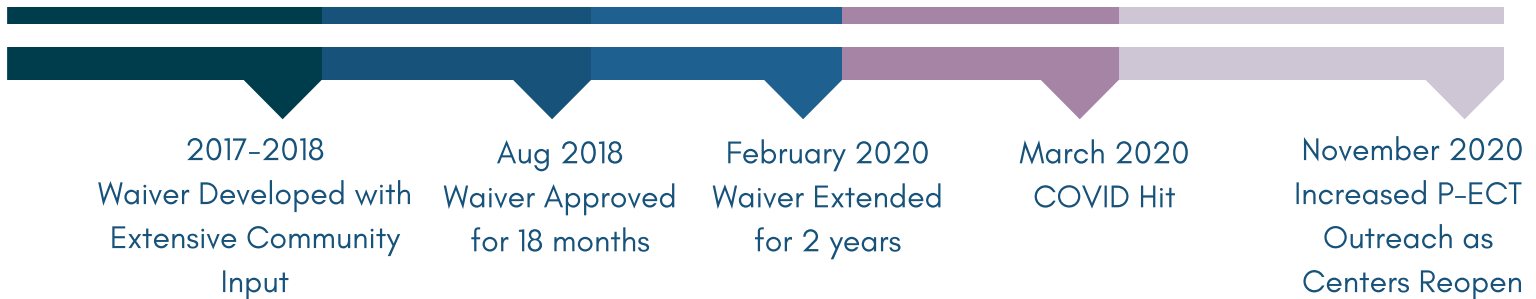
*of eligible programs used
P-ECT waiver (5 centers)*

EVALUATION

FREQUENCY: 8 WEEKS, 6 MONTHS, AND
COMPLETION/12 MONTHS

100%

OF PROGRAM DIRECTORS
REPORTED SATISFACTION WITH THE
WAIVER PROCESS



Updates

- No new P-ECT's since last report
- 2 active P-ECT's from last year have completed their full ECT qualifications and graduated the program
- 3 additional P-ECT applications received, but never started the program
- Some Larimer programs are taking advantage of other state-level waivers



COVID Impact

- Two months pause on P-ECT waiver by licensing last spring (no new P-ECT's could start)
- Many programs closed temporarily during COVID
- Outreach increasing as centers reopen

Office of Early Childhood Legislative Update

February 18, 2020

Contact: Patrick Potyondy, patrick.potyondy@state.co.us

OEC Department legislation:

- *Colorado Children's Trust Fund Board Updates*
 - Bill Sponsor(s): Pending
 - This will be the same as last year's version: <http://leg.colorado.gov/bills/hb20-1317>
 - Expanding the membership on the Colorado child abuse prevention board (board) from the current 9 members to 17 members;
 - Expanding the powers and duties of the board to include advising and making recommendations to the governor, state agencies, and other entities regarding child maltreatment prevention; developing strategies to decrease the incidences of child maltreatment and other adverse childhood experiences; and implementing and monitoring the ongoing development of local child maltreatment prevention plans throughout the state.

OEC Budget Request with accompanying legislation:

- *Early Intervention (EI) Evaluation Responsibility Changes*
 - Joint Budget Committee requested as sponsors
 - <https://drive.google.com/file/d/1IRkFfxCPWV9HH5t0CmrQ0ELG5oXMlfnC/view?usp=sharing>
 - This transfer is part of a single budget request, R-06, that has two components: one is the eligibility change and budget reduction for EI *Services* due to the pandemic-caused recession and the other is the EI *Evaluations* authority transfer. The transfer is the part that requires accompanying legislation.
 - Briefest summary of this legislation is that it will transfer authority for conducting EI evaluations from Colorado Department of Education (CDE) to Colorado Department of Human Services (CDHS). CDHS is the lead agency for Part C federal funding and, per federal guidelines, should have direct oversight of EI evaluations.
 - In 2006, CDHS became the Lead Agency for Part C and in 2007, the Special Education Administrative Units (AUs), under CDE, were mandated by the legislature to conduct EI evaluations.
 - The AUs were required by the legislature to use the Exceptional Children's Evaluation Act (ECEA) funding for evaluations, which pulled funding away from Part B special education, which serves children aged 3-21.
 - The legislature then passed HB18-1333 which required CDE and CDHS to hire a facilitator to conduct a study of the administration of EI evaluations and to submit a report to the Joint Budget Committee (JBC) by June 30, 2019.
 - In June 2019, CDHS and CDE together submitted a report to the JBC recommending the transfer of responsibility for EI evaluations to CDHS.
 - A Task Force of EI stakeholders was convened in September 2019, and unanimously agreed that CDHS should assume full responsibility for EI evaluation activities, and made recommendations for how the transfer should be implemented, including funding recommendations.

- *Adjust Market Rate Study Frequency*
 - Joint Budget Committee requested as sponsors

- This legislation has an accompanying official budget request document. The budget request is numbered R-18 and can be found here: <https://drive.google.com/file/d/1-5K1ao6zky3c56CJO51JfUfd2aiSXI8i/view?usp=sharing>
- Changing statute to align with federal requirements, so that the Colorado Child Care Market Rate Study will be done only once every 3 years, instead of the present practice of yearly studies.
- Removes two unnecessary, unbeneficial occurrences of the study.
- Yearly study does not help state in practice.
- Change does not affect Colorado Child Care Assistance Program (CCCAP) rate setting.
- Staff time can be better spent in two off years.

OEC Department Budget Requests without attached legislation at this time:

The [Joint Budget Committee is scheduled](#) to vote on OEC budget requests on March 5.

- *Supports for Early Childhood Educator Workforce (R-03)*
 - Link to full budget request document: <https://drive.google.com/file/d/1bJhN1OX11tAazEGWwyUqixLmCAXE2D/view?usp=sharing>
 - Size of request: \$1,200,000 to fund legislative intent of the [original HB20-1053](#).
 - This program will provide 500-600 early childhood professionals and potential professionals with financial assistance to draw from a menu of options, adaptable to local needs, to support their access to education and training in order to help them earn credits, credentials, and degrees in early childhood education,, and meet licensing requirements to serve as qualified workers or obtain a higher level of qualification.
 - Will help increase supply of ECE professionals.
- *CCCAP Early Childhood Educator Salary Increase (R-12)*
 - Link to full budget request document: https://drive.google.com/file/d/1wmiLAhttps://drive.google.com/file/d/1NsYH5FI6WrSYQ8nV9p5OEn5m_dWvfG0G/view?usp=sharing
 - Size of request: \$3,000,000.
 - This will support increased wages for early childhood teachers and assistant early childhood teachers employed by eligible licensed child care providers who are actively serving families in the Colorado Child Care Assistance Program (CCCAP) and who are rated a Colorado Shines Level 3-5.
 - This program will further incentivize child care providers to accept CCCAP while also raising the wages and job stability of approximately 2,400 child care workers at approximately 375 eligible child care providers with a CCCAP authorization, based on data pulled in October 2020.
- *Nurse Home Visitor Program Spending Authority (R-14)*
 - Link to full budget request document: <https://drive.google.com/file/d/1u7lcqdvO9Mr0RyYHxJy-4YAiLiDZt1Ui/view?usp=sharing>
 - Size of request: spending authority request of \$513,801 of cash funds intended for this purpose.
 - Aligned with the legislative intent behind [HB16-1408](#), this request increases cash fund spending authority to support the higher costs of the Nurse Home Visitor Program (NHVP) despite declining tobacco revenue to ensure the continuation of services. The NHVP (known nationally as the Nurse Family Partnership or NFP) is a public health

program that funds nurse home-visits to first-time mothers living in poverty to educate them on parenting, share resources, and perform health checks.

- Decades of evidence has demonstrated this intervention creates significant improvements in the lives of first-time mothers and their children living in poverty. For every \$1 invested, the Colorado NFP saves \$7.90 in future costs for the highest-risk families served.



Higher Education Budget & Legislative Agenda

Fiscal Year 2021-22 Budget Requests

In priority order

R1 – State Funding Increase for Public Higher Education | The Department of Higher Education (DHE) requests an increase of \$494 million General Fund to restore operating support for institutions of higher education to the FY 2019-20 level.

Funding formula: This is the first year in which the new funding formula established by HB20-1366 that allocates state funding to institutions is statutorily required to be used. The formula contains three key steps. Steps one and three allocate flexible funding based on institutional needs, base funding concerns, specific institutional projects, and funding related to specific populations. Funding allocated via step one is base building, while step three funding is one-time. Step two funding awards institutions based on their performance on various Master Plan metrics. The R1 request allocates all state funding through step two.

R2—Tuition Spending Authority | This request caps resident undergraduate tuition growth to 3% while allowing institutions to request permission through the Colorado Commission on Higher Education (CCHE) for a greater increase.

R3—Fort Lewis College Native American Tuition Waiver | The Department requests an increase of \$2.9 million General Fund to account for the anticipated cost of the Fort Lewis College Native American Tuition Waiver in FY 2021-22.

R4—Wind Down Professional Student Exchange Program | The Department requests a reduction of \$126,025 reappropriated funds in FY 2021-22 for the Professional Student Exchange Program (PSEP). This request also includes further reductions of \$171,775 and \$78,800 in FY 2022-23 and FY 2023-24, respectively, resulting in the program being completely phased out.

R5—Restore Cyber Coding Cryptology Program | The Department requests an increase of \$2.0 million General Fund for the Cyber Coding Cryptology Program in FY 2021-22 and ongoing. This increase would restore state funding for the program to the FY 2019-20 level (\$5.1 million General Fund).

R6—Realign Funding for Colorado Student Leaders Institute | The Department requests a reduction of \$218,825 General Fund and 1 FTE for the Colorado Student Leaders Institute (COSLI) in FY 2021-22 and ongoing. This reduction would eliminate state funding for the program.

R7—Continue Open Educational Resources | The Department requests \$100,838 reappropriated funds and 1 FTE in FY 2021-22 and ongoing for the continuation of the Open Educational Resources (OER) program. This request would allow the Department to maintain a state-level Director of OER and the OER Council in order to support the further development of free digital textbooks and course materials at Colorado's public institutions of higher education. The requested funds are from savings generated by the Department's R-04 request.

R8—RISE Fund for Higher Education | The Department requests a one-time appropriation of \$10 million General Fund in FY 2021-22 to expand on the Response, Innovation, and Student Equity (RISE) Education Fund created by the Governor in the summer of 2020. The funds would provide grants to Colorado's public institutions of higher education to support institution-led initiatives to reduce costs, improve operational efficiency, and adapt and lead in the post-pandemic "new-normal."

R9—Restore Educator Loan Forgiveness Program | The Department requests \$2.9 million General Fund and 0.5 FTE in FY 2021-22 to restore the Educator Loan Forgiveness Program established by S.B. 19-003. Funding for this program was de-funded in FY 2019-20 and ongoing in order to balance the FY 2020-21 budget. This request would provide enough funding to pre-pay the full cost of one cohort of 100 teachers receiving 5 years of \$5,000 in loan forgiveness per year.

The Governor's proposed budget makes critical investments in postsecondary education in order to support economic recovery and resilience, advance college access and affordability for students and families, and promote innovation and adaptation to the post-pandemic "new normal."

Supplemental Request

The Department of Labor and Employment and DHE request a one-time investment of \$40 million General Fund in FY 2020-21 in Colorado's Plan for Workforce and Economic Recovery in 2021 (CO POWER 21). Of the \$40 million in requested funds, \$15 million would be invested in the Colorado Opportunity Scholarship Initiative's (COSI) Displaced Worker Program and \$25 million would be invested in local workforce centers through the Colorado Workforce Development Council (CWDC).

Legislative Agenda

The following budget requests are contingent on statutory change:

R1 – State Funding Increase for Public Higher Education | DHE respectfully requests that the JBC sponsor legislation to temporarily suspend the provision at C.R.S. 23-3.3-103(1), in order to maintain funding for state financial aid at the FY19-20 level.

R6—Realign Funding for Colorado Student Leaders Institute| The Department respectfully requests that the JBC sponsor legislation to clarify in statute that the program is subject to available appropriations.

R7—Continue Open Educational Resources | DHE respectfully requests that the JBC sponsor legislation to reauthorize the program for an additional five years.

R8—RISE Fund for Higher Education| The Department respectfully requests that the JBC sponsor legislation establishing the RISE Higher Education Fund and authorizing the distribution of grants.

Department of Health Care Policy and Financing
Budget and Legislative Notes
Feb. 25, 2021

We presented our \$12.3 billion [2021-2022 fiscal year proposed budget](#) at the Joint Budget Committee hearing last month and presented to the Senate Health & Human Services and House Public & Behavioral Health & Human Services committees as part of the SMART Act requirements.

Please visit our [Legislator Resource Center](#) for more information about our budget, including our [Health First Colorado Budget Basics](#) document, which outlines who we cover, where the money comes from and why the budget has grown.

Our [2021 legislative agenda](#) includes telemedicine policy refinements and a proposal to expand the current drug importation program to include countries in addition to Canada, if allowed by federal policy. Also in our 2021 legislative agenda are initiatives to add remote supports to Home and Community-based Services (HCBS) programs, redesign case management, and establish a demonstration of need and technical changes for skilled nursing facilities.

We also recently released our [2019-20 Annual Report](#). The annual report illustrates the many ways we serve Coloradans every day, including videos in our members' own words. We invite you to review it and celebrate all that we accomplished together this past year.

Colorado Department of Education-Legislative and Budget Overview February 2021

The legislative and budget priorities for CDE center on COVID response. The department's budget reflects prioritization of programs and activities using these criteria:

- Preserve funding for the department's strategic plan priorities
 - Strong foundations for our earliest learners
 - Quality schools
 - Educational equity
- Continue funding for grant programs with evidence of effectiveness, great extent of reach, and support for students impacted the most by COVID
- Core CDE infrastructure

The department is working closely with the legislature on COVID response for education, including how to coordinate state level efforts with federal COVID emergency response funding.

CDPHE Legislative and Budget Agenda (as it pertains to early childhood) for ECLC

The department has three bills on its 2021 CDPHE Legislative Agenda. Requests related to early childhood include:

1. **Legislative Approval for Advance Payment** - This policy proposal seeks to make it easier for community-based organizations to work with CDPHE by offering a percentage of annual grant funds up-front (up to 25%). Many of these organizations are best positioned to make an impact in their communities, but contracting requirements make it difficult for them to work with the department. By removing systemic barriers, we can ensure that state dollars are used more effectively in these communities.
2. **Eligibility to Purchase from the Opiate Antagonist Bulk Purchase Fund** - The department is requesting to align entities eligible for a standing order for naloxone with entities eligible to purchase from the opiate antagonist (or naloxone) bulk purchase fund. This will increase access to life-saving naloxone, which is especially important at a time that overdoses are on the rise.

The department has 12 budget requests on its 2021 legislative agenda. Most of them are technical requests related to spending authority. Requests related to early childhood include:

1. **Continue JBC Reduction to Marijuana Education Campaign** - Continues the FY 2020-21 reduction to the Retail Marijuana Education Program in FY 2021-22 (one additional year) in order to support other funding priorities. This reduction is approximately 80% of the program's budget. While this reduces the reach of the Retail Marijuana Education Program, there are enough funds left in the program budget to cover its contribution to the Forward Together campaign. Forward Together is a healthy youth development campaign that aims to build the skills of adults to create connected relationships with young people.
2. **Increasing Equity in Health Outcomes** - The department is requesting approximately \$6 million in annual funds to create a new Health Equity Grant Program within the Office of Health Equity and to enhance the department's health equity work. The department plans to use funds to:
 - Increase staffing and operations around strategic planning, data collection, and dissemination of best practices,
 - Coordination and planning with other state agencies, local governments, and the tribes,
 - Increase community engagement,
 - Increase the Department's ability to provide culturally and linguistically responsive services,
 - Implement new programs in targeted areas such as the built environment/ health community design and environmental justice,
 - Utilize the proposed Health Equity Grant Program to expand resource support for communities that are underserved through flexible awards.

3. ***Public Health Infrastructure*** - The department is requesting approximately \$27 million in annual funds to strengthen state and local public health infrastructure and the department's ability to react to the next public health crisis.
- Funding will be used to strengthen Colorado's public health response by increasing ongoing funding to support LPHAs,
 - Improving disease reporting systems,
 - Expanding immunization education and outreach,
 - Improving technology infrastructure for the 21st century,
 - Increasing lab capacity and expanding the ability for case investigation and contact tracing,
 - Adding essential capacity to enable timely and consistent disease control, laboratory, and emergency preparedness services.

CACFP

On January 26, 2021, the United States Department of Agriculture, Food and Nutrition Service (USDA-FNS) published implementation guidance for the Child Nutrition Program Emergency Operational Costs Program, as authorized in Sec. 722 of the Consolidated Appropriations Act, 2021 (P.L. 116-260). FNS is offering additional funds to State agencies administering the Child and Adult Care Food Program (CACFP) to provide eligible program operators with additional reimbursements for emergency operating costs they incurred during the public health emergency.

- CDPHE's Child and Adult Care Food Program submitted an application to FNS requesting to participate in this funding opportunity.
- The amount of funding provided to each CACFP operator is based on a formula set forth by statute under the Act.
- Upon approval from FNS, disbursement of funds to CACFP operators is planned for summer 2021.
- Questions regarding the CACFP Emergency Funds should be directed to the CACFP at cacfp@state.co.us or 303-692-2304.

Oral Health Program

February is National Children's Dental Health Month -- see resources here:

<https://www.ada.org/en/public-programs/national-childrens-dental-health-month>

The Oral Health Unit (OHU) and state WIC team worked together to launch a state-wide training to improve the oral health of WIC recipients. This collaboration resulted in two modules that train WIC staff on oral health knowledge, the oral health-systemic connection, and integration of oral health education and referral into WIC visits at various ages. The CDPHE WIC team worked with the OHU to roll this training out state-wide for current staff in February and will be available for all new staff starting in March.

The OHU collaborated with CDE and oral health providers and stakeholders to develop an Oral Health Screening Form as a resource for school nurses, school-based health providers, and oral health providers, and is to be used to support the identification of oral health needs in children who need connection to dental care. The form, guidance, and recorded training can be found in this folder - "[Oral Health Screening Form and Guidance](#)"

The Oral Health Unit (OHU) houses the Dental Hygienist Liaison (DHL) to Head Start (HS) position. As part of this role, regular collaboration meetings are held between the DHL, Cavity Free at Three staff and the Director of the Head Start Collaboration Office in the Office of Early Childhood. A training for the Colorado Head Start network, focused on oral health screening, referral and education was presented in January 2021. A folder with [oral health resources](#) was also distributed.

Thank you for joining! We will begin shortly.

ECLC

Early Childhood Leadership Commission

February 25, 2021

9:30am - 12:30pm

Google Hangouts



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



Welcome & Introductions

thank
thank
you!

**Thank you
Tracy Miller!**

Welcome!

Rachel Hutson



Business Meeting

- Meeting Objectives:
 - Approve Meeting Minutes from December 17, 2020 Meeting
 - Identify Next Steps to Continue Equity, Diversity and Inclusion Conversations
 - Learn about the Early Childhood Comprehensive Systems Grant Opportunity
 - Discuss State Agency Legislative Priorities
 - Hear from the Early Childhood Community during Public Comment

Business Meeting

- 2020 Early Childhood Leadership Commission Annual Report
- ACTION: Review Waiver Updates from the Early Childhood Council of Larimer County and the Mesa County Partnership for Children and Families



**Equity, Diversity and Inclusion -
Continued Discussion/Action Steps**
Heather Craiglow

Equity, Diversity and Inclusion

Continuing the Discussion



Our Journey

Debrief on the Professional Development
Information System Course

Recognizing the Impact of Bias on Early
Childhood Professionals

Review the Early Childhood Leadership
Commission Equity Statement

Review the Universal Preschool Policy Discussion
Guide



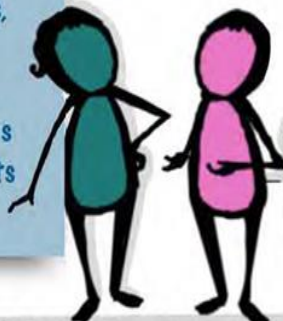
Racial Equity in Early Childhood Systems

Four Levels of Change



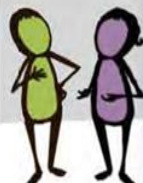
PERSONAL

The individual consistently works alone and with others, to understand their own values, beliefs, implicit biases, unconscious racism, actions and relative privileges that contribute to racial inequities and equity; the individual acts to advance racial equity.



INTERPERSONAL

Individuals and groups are effective in relating to others not like themselves, actively include those typically excluded, share power, surface issues of racial inequality in interpersonal relationships, act to support positive change, and work to reduce interpersonal conflict.



INSTITUTIONAL

Apply a racial equity/economic justice lens to their policies, practices, regulations and work culture to dismantle policies that perpetuate inequality and design/develop policies and practices that advance opportunities, fairness, access to resources, and other factors for those most effected by racial inequality.



STRUCTURAL

Individuals and groups recognize that structural arrangements are interconnected and resist change; they develop approaches to advance equity that offer new or reconstituted structural arrangements; they build shared leadership and collective power that leads to change.



Model adapted from Kirwan Institute. Illustration design by Christie Bonner and Montréal Morant, c. 2017

Debrief of Implicit Bias Course

After taking this course, the learner will be able to:

- ★ **Define** conscious and unconscious bias
- ★ **Describe** how our brains support unconscious bias
- ★ **Explain** the importance of self-awareness in combating unconscious bias
- ★ **Identify** vulnerable decision points and how to address them
- ★ **Describe** strategies to reduce bias



Competencies

FCP 5.1. Identifies own cultural experiences and biases, particularly those that relate to family values, child development, and parenting practices.

FCP 5.3. Analyzes own barriers and biases that might hinder the development of mutually respectful relationships with families and community.

Reflections on the Course



What feelings came up for you?



How do you share anti bias learning by communicating process and outcomes?

What strategy(ies) will support you in mitigating bias in your work?



What might be meaningful to explore further?



Impact of Bias on Early Childhood Professionals

DIVERSITY IN CHILDREN'S BOOKS 2018

Percentage of books depicting characters from diverse backgrounds based on the 2018 publishing statistics compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison: ccbc.education.wisc.edu/books/pcstats.asp

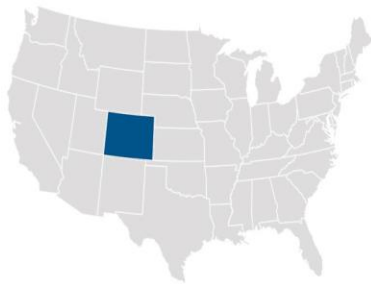


Illustration by David Huyck, in consultation with Sarah Park Dohren
Released under a Creative Commons BY-SA license: <https://creativecommons.org/licenses/by-sa/4.0/>

The CCBC inventory includes 3,134 books published in 2018. This graphic would not have been possible without the statistics compiled by the CCBC, and the review and feedback we received from Edlin Campbell, Molly Beth Griffin, K. T. Hanning, Debbie Reese, Ebony Elizabeth Thomas, and Madeline Tyner. Many thanks.

How much do you think this has changed in the past two years?

Impact of Bias on Early Childhood Professionals



Colorado ranks
37th
out of 50 states

Colorado ranks 37th out of 50 states and the District of Columbia when it comes to racial disparities in relation to how well the state puts households of color on a pathway to economic prosperity.

Nationally, closing the educational achievement gap between Black and Latinx children and their white counterparts would result in an **estimated \$2.3 trillion benefit to the U.S. economy by 2050.**





Our culture

A MESSAGE FROM OUR VICE PRESIDENT DIANE SAMUELS

Every person at Ford plays an important role in helping the foundation achieve its mission of advancing dignity and justice. We believe our team should reflect the rich diversity of the world in which we live. Our team is comprised of individuals with a wide range of backgrounds—in age, race, gender, ethnicity, geography, cultures and beliefs, as well as experience and education. From program to operations professionals, New York to New Delhi, our employees make an inclusive, international community united by a shared purpose. Our promise is to develop, implement, and support programs and practices that advance the employee experience and reflect the just world we want to create.

[Learn more about our commitment to diversity, equity and inclusion.](#)

Core Goals of an Anti-Bias Approach



Identity



Diversity



Justice



Activism

“We can start talking about race even if we don’t have all the answers. We can start talking about race even if we are afraid we will say the wrong thing. It is inevitable that we will make mistakes—that’s a part of the process.

But if we commit to collectively trying to talk about race with young children, we can lean on one another for support as we, together, envision a world where we actively challenge racism each and every day. It starts one conversation at a time.”

Raceconscious.org





A Statement from the Early Childhood Leadership Commission

The *Early Childhood Colorado Framework* is founded upon the pillars of access, quality and equity in serving all children and families in our state. These guiding principles speak to the commitment of the early childhood community to declare unequivocally that racism has no place in our communities.

Sadly, for many children in our State, their experience is inequitable from birth. This is evidenced by numerous indicators that show that children of color consistently face barriers that lead to lower educational attainment, poorer health outcomes, and other lifelong challenges. The importance of early care and education in challenging and breaking through these systemic inequities cannot be overstated. Three-month-old babies can visually categorize faces by race. Toddlers begin to connect racial features to a person's behavior. Preschoolers can identify and act out against racial injustice on their own. Children's experiences in their formative years have the power to change our world.

The recent events our state and country have experienced, in addition to the unprecedented times we are facing already in the wake of the COVID-19 pandemic, have challenged all of us to stand united and steadfast in our determination to stopping a pattern of injustice and inequality.

Today, more than ever, we must stand together and turn anger and frustration into advocacy and action. We will first listen and then reflect, in order for other voices to be heard. We will examine our own organizational practices and procedures. We commit to walking together on this journey and supporting one another along the way, and we urge you to join us.



Universal Preschool Policy Discussion Guide

Critical "Must Haves" in Colorado's Universal Preschool Policy

The Early Childhood Leadership Commission (ECLC) embraces the following as essential components when reviewing, considering, and recommending policies related to universal preschool.**

- ❑ **Equity drives decisions and priorities:** CO recognizes that equity does not mean equality (the same answer, size, approach in every instance), rather it allows flexibility based on the context to best meet needs.
- ❑ **Universal and targeted:** CO designs universal preschool to serve ALL children while providing for additional resources and supports for those furthest from opportunity.
- ❑ **High quality standards:** CO sets culturally responsive, comprehensive, high quality standards across all aspects of a program AND provides pathways and supports to achieve them.
- ❑ **Child and family centric services:** CO designs programs and systems based on family voice and needs, while continuously engaging families to improve child and family experience, health, and wellbeing.
- ❑ **Child and program outcomes:** CO demonstrates outcomes and impact with the necessary tracking and reporting systems to ensure accountability.

Access: CO expands and increases options for family choice, including settings in licensed community-based centers, family child care homes, and school settings.

Diverse workforce: CO supports and champions a diverse workforce by prioritizing standards that promote equitable opportunities for preparation and compensation, professional development, and educational and training pathways for early childhood professionals in all settings.

Mixed delivery system: CO invests in building capacity of communities, programs, and workforce to ensure licensed community-based centers, family child care homes, and school settings provide quality programming.

Streamlined administrative burden: CO creates efficiencies in administrative and eligibility functions at family, program, and community levels to reinvest in services and workforce.

Strengthened and expanded resources: CO creates policies and allocates funding in a way that strengthens the broader early childhood system, including birth to 3 services.

Colorado's Early Childhood Leadership Commission - Stewards of Equity

The *Early Childhood Colorado Framework* is founded upon the pillars of access, quality, and equity in serving all children and families in our state. These guiding principles speak to the commitment of the early childhood community to declare unequivocally that racism has no place in our communities.

The ECLC is charged with playing a key role in identifying, evaluating, and recommending policy alternatives aligned with key preschool design and implementation questions arising from the Future of Preschool Policy Development process. The ECLC believes that Colorado's universal preschool program will be successful when, and only when, policies and practices are in the pursuit of equity.



Break



Public Comment

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.



Early Childhood Comprehensive Systems Grant

Rachel Hutson and Kristina Heyl



State Agency Legislative Priorities

State Agency Legislative Priorities

- Colorado Department of Human Services
(Anne-Marie Braga)
 - Office of Early Childhood (Mary Alice Cohen)
- Colorado Department of Higher Education
(Angie Paccione)
- Colorado Department of Health Care Policy & Financing
(Tom Massey)
- Colorado Department of Education
(Melissa Colzman)
- Colorado Department of Public Health & Environment
(Rachel Hutson)



Legislative Updates

Bill Jaeger



Governor's Office Updates

Scott Groginsky



**ECLC Areas of Opportunity -
2021 Indicators Report**
Heather Matthews


areas of
opportunity
indicators report



ecdc areas of opportunity



Improve access to high-quality early care and education for all families



Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation



Support improved family health and economic security through a Two-Generation approach

ecdc areas of opportunity



Improve access to high-quality early care and education for all families

Accessibility

- % of eligible children age three to five who were able to participate in Head Start or Colorado Preschool Program by county (CDE/CDHS-Head Start)
- # of licensed ECE slots compared to Colorado children; by county (OEC)

Affordability


- % of children in low-income homes able to participate in CCCAP (OEC)

Meeting Needs of Families

- % of families that quit a job, did not take a job, or changed a job because of problems with child care (Colorado Child Health Survey)

Quality

- % of licensed providers attaining a level 3-5 in Colorado Shines (OEC)



Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation

Compensation

- Inflation adjusted child care worker salaries. (Bureau of Labor and Statistics)

Diversity

- ECE worker race and ethnicity compared to children in care (ACS, Colorado Workforce Survey)



Support improved family health and economic security through a Two-Generation approach

- 2019: Opportunity Index

2021 indicators report



ecdc areas of opportunity: indicators 2021



Improve access to high-quality early care and education for all families

Accessibility

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Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation

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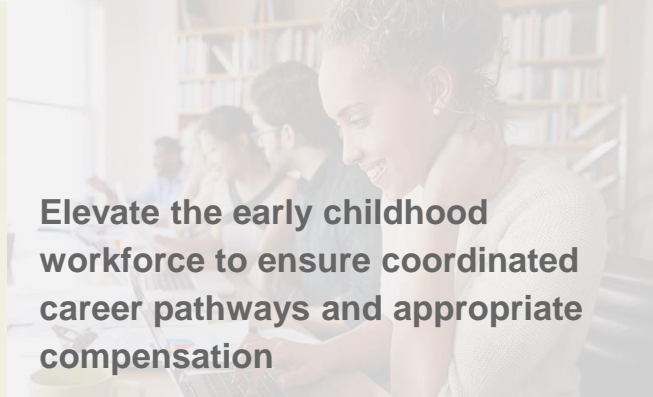
Support improved family health and economic security through a Two-Generation approach

- % of Colorado families that quit a job, did not take a job, or changed a job because of problems with child care. (Colorado Child Health Survey)
- % of pregnant people reporting stressors during pregnancy (PRAMS)
- % of infants born weighing less than 5.5 pounds. (Vital Statistics)
- % of respondents reporting poor mental health. (Behavioral Risk Factor Surveillance Survey)
- Child food insecurity rate; child food insecurity rate of households with income <185% FPL (Feeding America)

2021 report objectives



Improve access to high-quality early care and education for all families




Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation



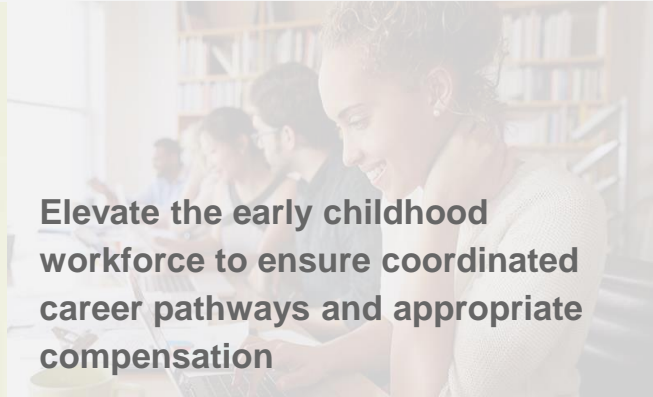
Support improved family health and economic security through a Two-Generation approach

- **Update** data for the 1st and 2nd Areas of Opportunity
- Obtain **baseline** data for the 3rd Area of Opportunity
- Provide an overview of **data advancements** in the past year, and other relevant context of the current early childhood environment
- Continue to identify **data development opportunities**

2021 report content



Improve access to high-quality early care and education for all families




Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation



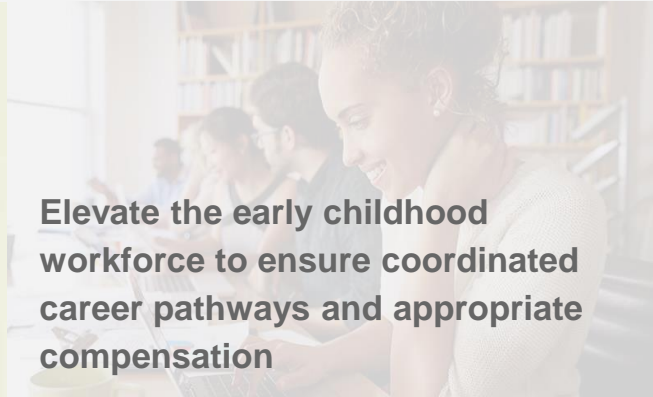
Support improved family health and economic security through a Two-Generation approach

- Context: COVID-19 pandemic and policy change
- New and updated data
 - Child care desert maps (licensed capacity)
 - Inflation-adjusted ECE workforce salaries
 - Food security maps
 - Mental well-being by race and ethnicity, income
- New: Data Subcommittee's key findings for each Area of Opportunity
- Data Development
- Recommendations

eclc: questions to consider



Improve access to high-quality early care and education for all families

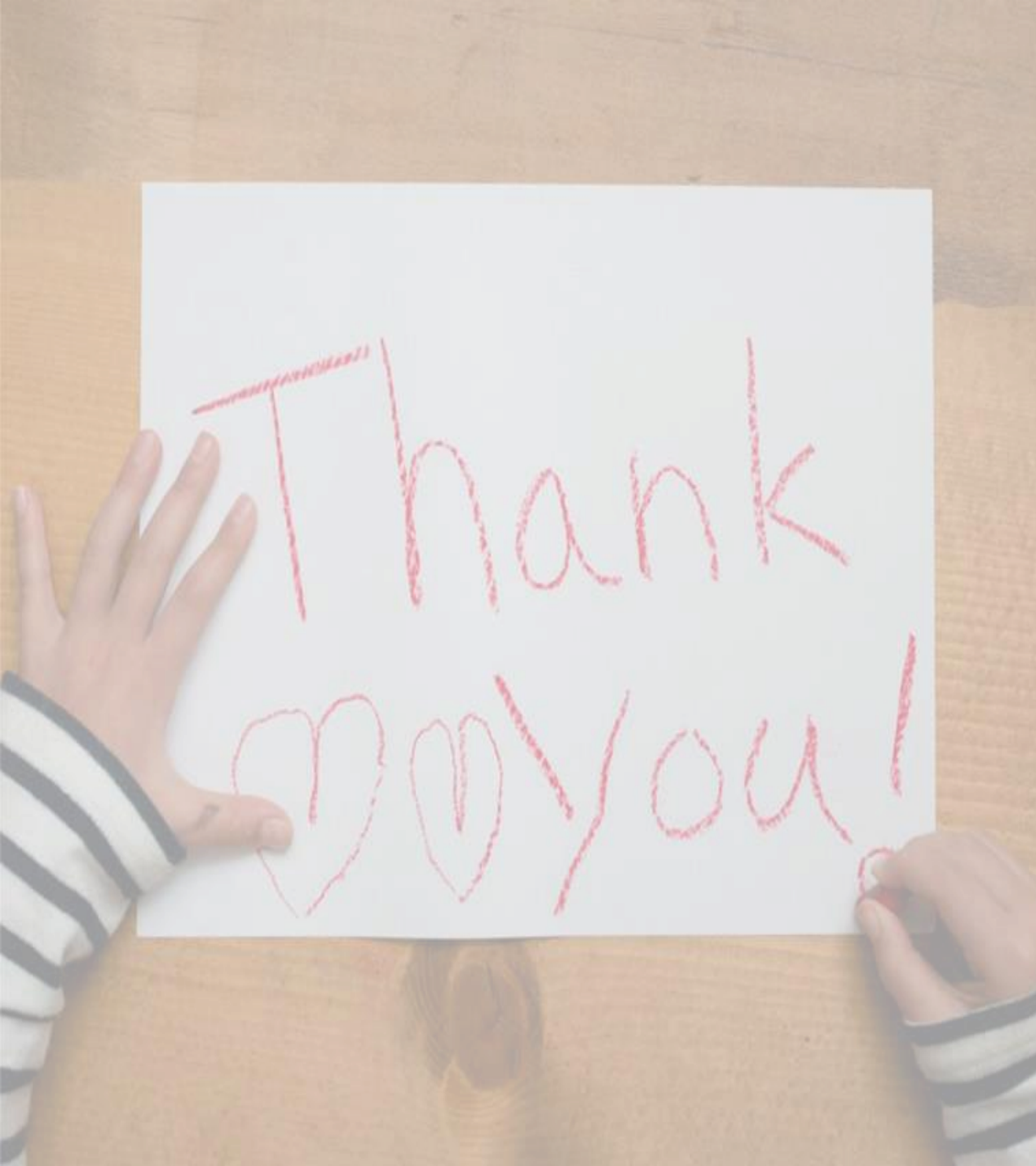


Elevate the early childhood workforce to ensure coordinated career pathways and appropriate compensation



Support improved family health and economic security through a Two-Generation approach

- What do the data suggest about the status of each Area of Opportunity?
- What responsibility and opportunity does the ECLC have to act within each Area of Opportunity?
- How will the ECLC be a champion for data development needs?
- How will the ECLC demonstrate leadership in using data to drive action? How will the ECLC partner with the Data Subcommittee to this end?



Colorado
Department of
Human Services

Colorado
Department of
Education

Colorado
Department of
Public Health and
Environment

contact

Heather Matthews

heatherjanematthews@gmail.com





Co-Chairs' Final Thoughts and Adjourn

ECLC

Early Childhood Leadership Commission

Next Meeting:

April 22nd, 2021

9:30 am- 12:30 pm



By Webinar Only