

# ECLC

*Early Childhood Leadership Commission*

April 25, 2019

Clayton Early Learning, 3801 Martin Luther  
King Blvd, Denver, CO

Administration Building, Main Auditorium





# Welcome and Introductions



# Business Meeting

# Business Meeting

- Review Meeting Objectives
- Approve February 28, 2019 Meeting Minutes





Scott Groginsky,  
Senior Advisor for Early Childhood  
Office of Governor Jared Polis





# Legislative Updates

## Bill Jaeger

**2019 Possible Legislative & Budget Items**

Updated April 22, 2019

Contact: Bill Jaeger, 720-552-0002, [bill@coloradokids.org](mailto:bill@coloradokids.org)

1. **Domain of the Early Childhood Colorado Framework: **Early Learning & Development****
  - a. **HB 19-1262** [Wilson & McLachlan/Bridges & Fields] Full funding for full-day kindergarten
    - i. The proposal would also free up more than 5,000 ECARE slots for preschool
  - b. **HB 19-1005** [Buckner & Wilson/Todd & Priola] Early Childhood Educator Tax Credit
  - c. **SB 19-063** [Priola & Story/Buentello & Valdez] Infant and Family Child Care Action Plan
  - d. **SB 19-207 [Budget]**: Colorado Child Care Assistance Program (CCCAP +\$10.5M in federal funds)
  - e. **HB 19-1013** [Exum/Pettersen] Extending the Low-Income Child Care Expenses Tax Credit
  - f. **HB 19-1137** [Wilson/Priola] Expand Teacher Cadet Program Include Early Childhood Education
  - g. **HB 19-1193** [Herod & Pelton/Garcia] Behavioral health supports for high-risk families, including Child Care Pilots for Caregivers seeking substance use disorder treatment
  - h. **SB 19-104** [Holbert/Baisely] Eliminating Duplicate Regulation of School-Age Child Care on School Grounds. Amendment requires a review of state agency rules governing these sites and a de-duplication of any conflict regulations
2. **Domain of the Early Childhood Colorado Framework: **Health & Well-being****
  - a. **HB 19-XXXX** [Caraveo/Fields] Increase taxes for tobacco and nicotine to fund health care access, affordability, behavioral health, out-of-school learning, and preschool.
  - b. **HB 19-1194** [Lontine & Larson/Priola & Fields] Addressing public school early childhood suspensions and expulsions
  - c. **SB 19-207 [Budget]**: Early Intervention: JBC approved \$3.3M based on caseload growth and cost
  - d. **HB 19-1122** [Buckner & Landgraf/Fields & Gardner] Maternal Mortality Review Committee
  - e. **HB 19-1312** [Mullica/Gonzales & Priola] Modernizing immunization requirements for school entry to improve vaccination rates
  - f. **SB 19-010** [Fields/McLachlan & Valdez] Professional Behavioral Health Services for Schools. Expands the school-based behavioral health professionals grant program and introduces additional flexibility in implementation, including contracting and telehealth.
  - g. **SB 19-195** [Fields & Gardner/Kraft-Tharp & Landgraf] Child And Youth Behavioral Health System Enhancements
3. **Domain of the Early Childhood Colorado Framework: **Family Support and Education****
  - a. **HB 19-1164** [Singer/Zenzinger & Priola] Child Tax Credit
  - b. **HB 19-1280** [Herrod & Becker/Fenberg] Child Savings Accounts
  - c. **SB 19-188** [Winter & Williams/Gray & Duran] FAMLI Act (Paid Family Leave)
4. **Early Childhood Systems-building**
  - a. **HB 19-1052** [McCluskie & Rich/Bridges & Rankin] Early Childhood Development Special Districts
  - b. **HB 19-1257** [Becker/Court & Priola] Referred measure to voters to permanently “de-Bruce”
  - c. **HB 19-1239** [Tipper & Caraveo/Priola & Winter] Census Outreach Grant Program
  - d. **SB 19-207 [Budget]**: Family Resource Centers funding: \$500K



# Preschool Development Grant Updates

## Lindsey Dorneman



# *Early Childhood Colorado Framework Website*

## Overview

### Letty Bass

## Early Childhood Colorado Framework

### About the Framework

The Early Childhood Colorado Framework is our state's shared vision that Colorado is a place where all children are valued, healthy and thriving.

This interactive and informative platform provides an opportunity for early childhood programs, organizations, and agencies to access Framework materials, share program information, and align the multiple systems and connections that positively influence the earliest years of children's lives.

#### Frame

Framework History, Resources and Tools

#### Share

Share your organization's contributions to the Framework Outcomes

#### Learn

Learn about other programs and how they advance the Framework

### See How Colorado is Doing

View Research and Data on Early Childhood in Colorado

Early Childhood Colorado Framework

[www.EarlyChildhoodFramework.org](http://www.EarlyChildhoodFramework.org)



[Home](#) > [Programs](#)

## Learn: Program Search

> Domain

> Activity

> Primary Role

> Population Served

> Service Area

> Organization Type

Search for specific text in the  
program title and description:

Search Programs

Reset

Try our QUICK SEARCH for  
programs that are addressing  
the Framework Outcomes

Program Quick Search

HEALTHY child  
care COLORADO

### Oral Health: Cavity Free Kids

Cavity Free Kids is a curriculum designed for use in child care centers, family child care settings, preschools, head start and home visiting programs, as well as other early learning environments, like library story times and play-and-learn groups. Cavity Free Kids lessons and activities can be adapted to the ages and developmental stages of the ... [Read more >](#)



### Home Network of the Pikes Peak Region

Early Connections is known for developing and implementing innovative approaches to quality programs and is a recognized leader in the field of early education. Early Connections was one of the first programs in Colorado to implement child outcome assessment, increase the level of formal education for teachers, and blend federal support from Head Start and ... [Read more >](#)

Larimer County  
Department of  
Human Services

### Child Care

The Larimer County Child Care Assistance Program (CCAP) provides child care assistance to families who meet the income guidelines and are working, searching for employment, or are in training, teen parents, and families who are enrolled in the Colorado Works program and need child care services to support their efforts

[www.EarlyChildhoodFramework.org](http://www.EarlyChildhoodFramework.org)



# Department Updates



# Department + Legislative Updates

- Colorado Department Public Health and Environment (Erin Ulric)
- Colorado Department of Education (Melissa Colzman)
- Colorado Department of Health Care Policy and Financing (Tom Massey)
- Colorado Department of Human Services (Jerene Petersen)
  - Office of Early Childhood (Mary Anne Snyder)
  - Division of Community and Family Support- Discussion and Feedback on School Readiness Strategic Plan (Mary Alice Cohen)





**COLORADO**  
Office of Early Childhood  
Department of Human Services

# Division of Community & Family Support School Readiness Work Plans



# Office of Early Childhood Top Three Priorities

All Colorado children are:

- Ready for school when entering kindergarten
- Develop within positive, stable and nurturing environments free of toxic stress
- Have the supports necessary to successfully adapt to challenging or threatening circumstances



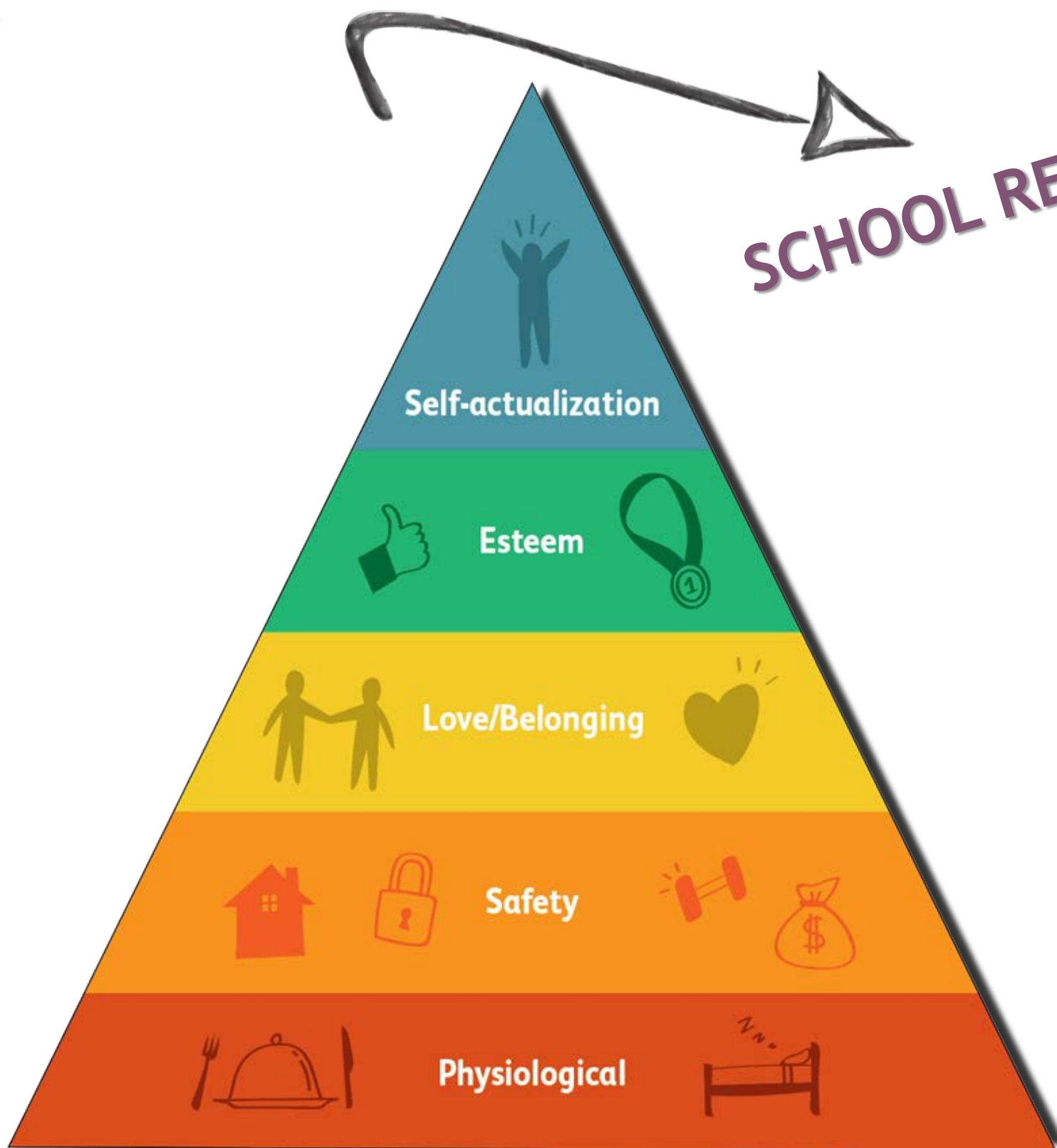
“Children who are cared for in **stable environments with access to health services, nutritious foods, safe water, stable housing** and high quality learning environments **are better able to develop the skills they need to succeed in school.**”

*ECLC: Areas of Opportunity*



**COLORADO**  
Office of Early Childhood  
Department of Human Services

# SCHOOL READINESS



## Learning & Development

- HIPPY, Incredible Years, Head Start

## Health & Well-Being

- Early Intervention, Early Childhood Mental Health, Nurse Family Partnership, Parents as Teachers, Healthy Steps

## Family Support & Education

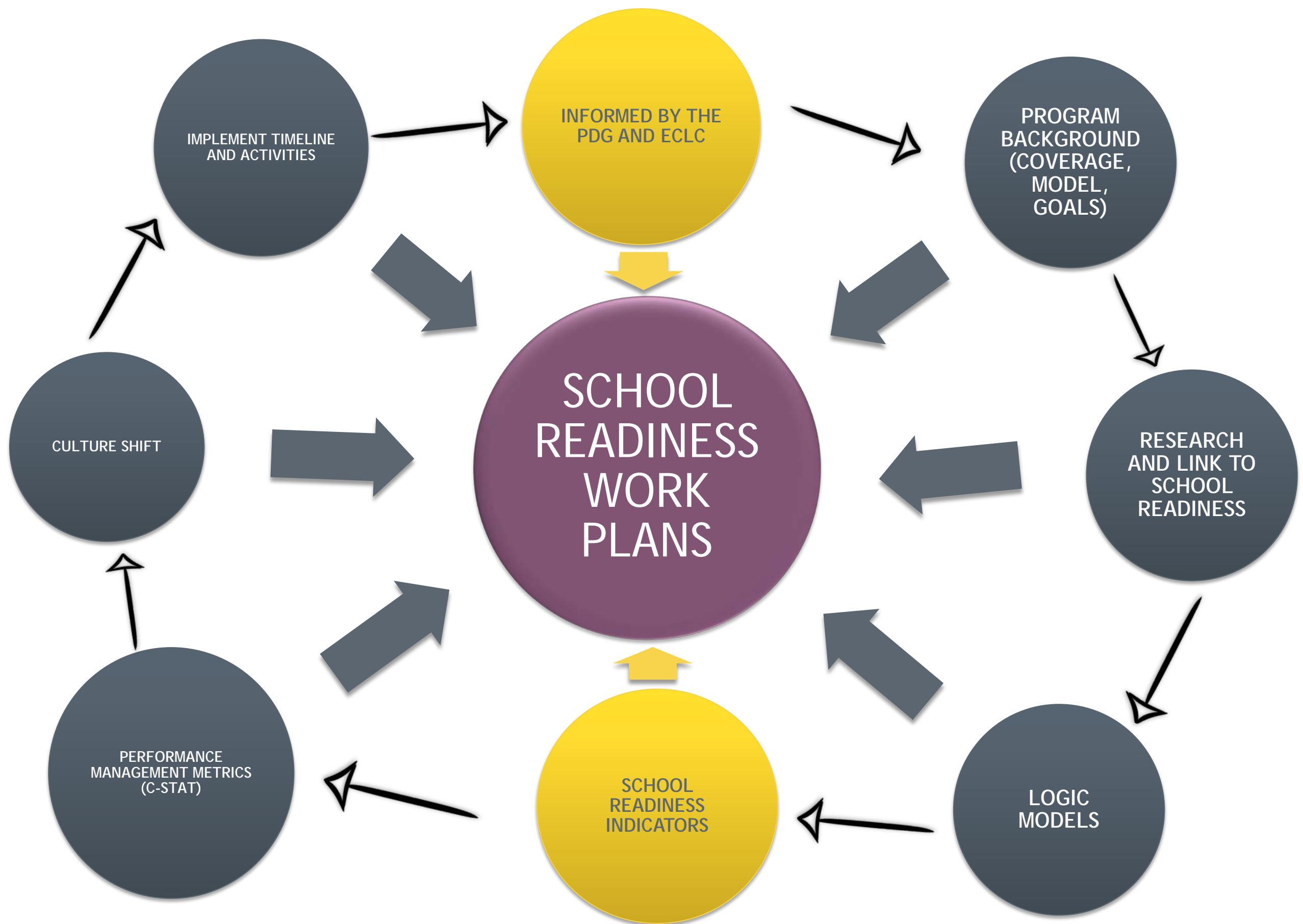
- SafeCare, Community Response, Family Support Services, Promoting Safe and Stable Families and cross-office partnerships

# School Readiness Work Plans

Defining and Tracking  
Our Progress



**COLORADO**  
Office of Early Childhood  
Department of Human Services





# All Children Valued, Healthy and Thriving!





# 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.



# Commissioner Updates

## **ECLC Opportunity Area Three: Support Improved Family Health and Economic Security through a Two Generation Approach**

Sources for Potential Indicators include Opportunity Index, PRAMS, and American Community Survey

### **Economy**

1. Poverty (% of population below poverty line – varies dramatically by county and within county) - OI
2. Households spending less than 30% of household income on housing costs (%) – OI and ACS

### **Education**

3. On-time high school graduation rate – OI (while not specific to EC, Area One captures PreK rates)
4. Education of the mother – PRAMS (see note above)

### **Health**

5. # of stressors reported during pregnancy – PRAMS
6. Low birth weight – (% of infants born weighting less than 5.5 pounds) - OI  
Note – subgroup discussed at some length whether this is the best indicator vs infant mortality. Both show disparities based on race/ethnicity, as well as taking into account the impact of altitude on birth weight.

### **Community**

7. Grocery Stores and produce vendors (per 10,000 population as proxy for food insecurity) – OI

Note – the subgroup also discussed a future TBD indicator of parental engagement, potentially from future public school data; and collecting mother's income and insurance status from PRAMS



# Commissioner Updates





# Child Abuse Prevention Month

## Katie Facchinello, Illuminate Colorado



# illuminate

Building Brighter Childhoods



A STRATEGIC PARTNERSHIP





# LEVELS OF PREVENTION

*All  
Families*



*primary*

*High-risk  
Families*



*secondary*

*System-involved  
families*



*tertiary*



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**Prevent Child Abuse**  
Colorado

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# WHAT DOES ILLUMINATE DO?

*Implement strategies across all levels of the Prevention Spectrum*

- 
- Strengthening Individual Knowledge and Skills
  - Promoting Community Education
  - Educating Providers
  - Fostering Coalitions and Networks
  - Changing Organizational Practices
  - Influencing Policy and Legislation



Source: Prevention Institute



# OUR GOALS

*To Build Protective Factors in Families*



Parental Resilience



Social Connections



Concrete Support in Times of Need



Knowledge of Parenting & Child Development



Social & Emotional Competence of Children

Source: Center for the Study of Social Policy



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**Prevent Child Abuse**  
Colorado



**we are safe**  
sexual abuse forever ending

# Changing the Conversation



- Evidence-based communications improve the well-being of children and strengthens Colorado families.
- Framing issues matters
- Shared messages tell a louder story
- Trauma-informed, ethical and inclusive communications are critical

## Pinwheels for Prevention

### #Pinwheels4Prevention Photo Contest

By its very nature, the pinwheel connotes whimsy and childlike notions - it has come to serve as a reminder of the safe, stable, and nurturing childhoods we want for all children. It is the national symbol for child abuse prevention. Photos entered in the competition must promote the pinwheels in a positive manner and with positive messages and slogans (the pinwheels cannot be used to represent child abuse victims, cases, reports or fatalities).



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**we are safe**  
sexual abuse forever ending





**ClaytonEarlyLearning**  
@ClaytonLearning

Clayton children, parents and staff celebrated Child Abuse Prevention Month with a parade around the Clayton Campus this morning filled with sunshine, smiles and [#pinwheelsforprevention](#)! Illuminate Colorado [#childabuseprevention](#) @illuminate\_co



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[Prevention](#)

[Child Abuse & Neglect](#)

[Mandatory Reporters](#)

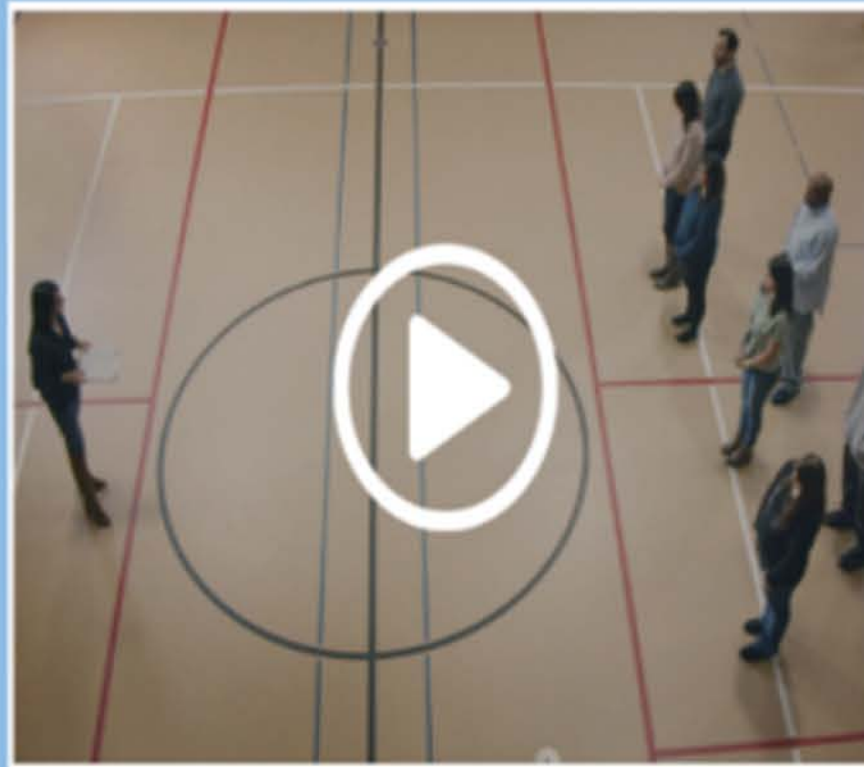
[How You Can Help](#)

[Foster Care and Adoption](#)

[Community](#)

[Tools & Education](#)

[Order Pinwheels](#)



# COLORADO IS FOR KIDS

We can build a Colorado for kids. We asked real Coloradans questions about parenting, about kids and about themselves. See their story.

Colorado Child Abuse and Neglect Hotline  
1-844-CO-4-KIDS (1-844-264-5437)



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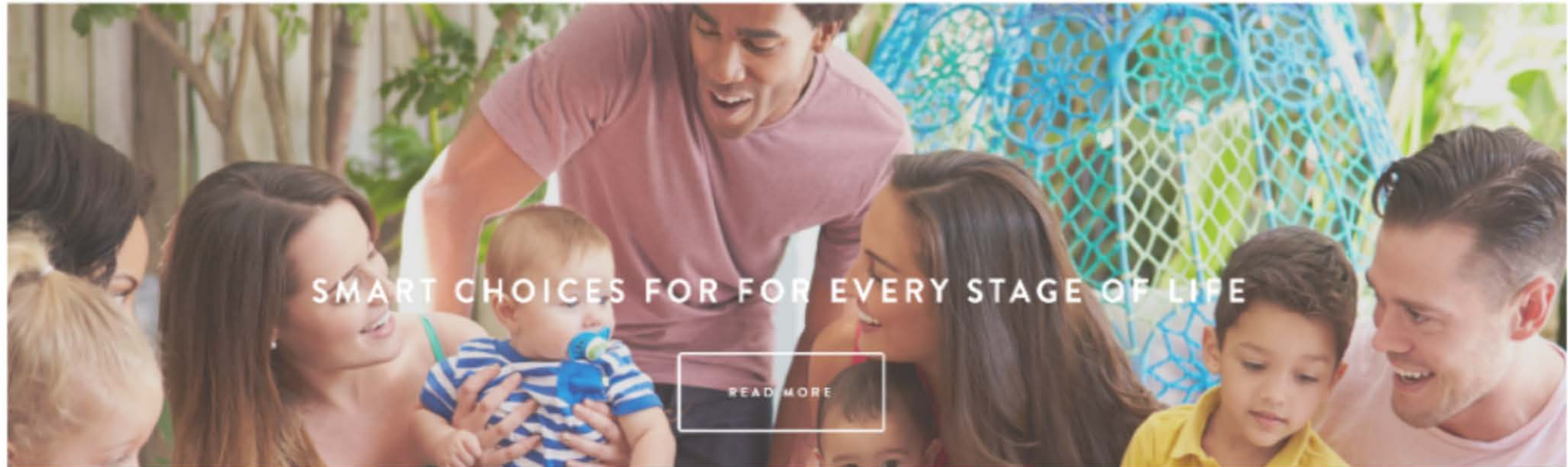
# Building a Colorado for Kids

- Shared messages on child abuse prevention and concrete supports
- Increased conversations in communities and changing of social norms around social connections
- Child sexual abuse prevention
- Smart Choices Safe Kids





[HOME](#) [THE BASICS](#) [RESOURCES](#) [FOR PROFESSIONALS](#)



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Building Brighter Childhoods



**Prevent Child Abuse**  
Colorado



A STRATEGIC PARTNERSHIP



# Thank you!

**Jade Woodard, MPA**

Executive Director

Illuminate Colorado

[jwoodard@illuminatecolorado.org](mailto:jwoodard@illuminatecolorado.org)

[www.illuminatecolorado.org](http://www.illuminatecolorado.org)

303-845-0193



**Prevent Child Abuse  
Colorado**

A STRATEGIC PARTNERSHIP






# Planning to Prevent Child Maltreatment

## ► COLORADO

A progress report on the CO4Kids Framework for Action

- mobilizing action to ensure all children are valued, healthy and thriving



# Review and Vote on Early Childhood Council Waiver Kristina Heyl

# Early Childhood Council Waiver

- #19-01 Rocky Mountain Early Childhood Council  
(Stacy Petty)

# THANK YOU ERIN!!





# Co-Chair Final Thoughts and Adjourn

# ECLC

*Early Childhood Leadership Commission*

## Next Meeting:

### June 27, 2019

## Health Care Policy & Financing

### 303 East 17<sup>th</sup> Ave; Denver, CO

### 11<sup>th</sup> Floor Conference Room







**Thursday, April 25, 2019**

**9:30 am – 12:30 pm**

**NEW LOCATION-Clayton Early Learning  
3801 Martin Luther King Blvd, Denver, CO 80205  
Administration Building, Main Auditorium**

**Please join my meeting from your computer, tablet or  
smartphone. <https://global.gotomeeting.com/join/914239429>**

**Join the Conference Call: 515-606-5125 Code: 690666#**

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**Meeting Objectives:**

- Approve Meeting Minutes from February 28, 2019 Meeting
  - Learn about Early Childhood Legislation
  - Hear Updates from State Departments
  - Vote on Rocky Mountain Early Childhood Council Waiver Application
  - Discuss Future Involvement in Child Abuse Maltreatment Activities
  - Hear from the Early Childhood Community during Public Comment
- 

<b>9:30-9:40am</b>	Welcome & Business Meeting (Elsa Holguín) <ul style="list-style-type: none"><li>• <b>ACTION:</b> Approval of February 28, 2019 Meeting Minutes</li></ul>
<b>9:40-9:45am</b>	Welcome Scott Groginsky, Senior Advisor for Early Childhood, Office of Governor Jared Polis
<b>9:45-10:10am</b>	Legislative Updates (Bill Jaeger, Colorado Children's Campaign)
<b>10:10-10:20am</b>	Preschool Development Grant Updates (Lindsey Dorneman)
<b>10:20-10:30am</b>	<i>Early Childhood Colorado Framework</i> Website Overview (Letty Bass)
<b>10:20-11:30am</b>	Department and Legislative Updates <ul style="list-style-type: none"><li>• Colorado Department of Public Health and Environment (Erin Ulric)</li><li>• Colorado Department of Education (Melissa Colsman)</li><li>• Colorado Department of Health Care Policy and Financing (Tom Massey)</li><li>• Colorado Department of Human Services (Jerene Petersen)<ul style="list-style-type: none"><li>○ Office of Early Childhood Updates (Mary Anne Snyder)</li><li>○ Division of Community and Family Support - Discussion and Feedback on School Readiness Strategic Plan (Mary Alice Cohen)</li></ul></li></ul>
<b>11:30-11:40am</b>	Public Comment (Elsa Holguín)
<b>11:40-11:50am</b>	Commissioner Updates (All)
<b>11:50-12:05pm</b>	Child Abuse Prevention Month (Katie Facchinello, Illuminate Colorado)

<b>12:05-12:20pm</b>	Review and Vote on Early Childhood Council Waiver (Kristina Heyl) <ul style="list-style-type: none"> <li>• #19-01 Rocky Mountain Early Childhood Council (Stacy Petty)</li> </ul>
<b>12:20-12:25pm</b>	Goodbye to Erin Ulric (Elsa Holguín and Anna Jo Haynes)
<b>12:25-12:30pm</b>	Co-Chairs' Final Thoughts and Adjourn (Elsa Holguín)

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

#### **ECLC Meetings:**

The next **ECLC Meeting** will be held on June 27, 2019 at Health Care Policy & Financing at 303 East 17<sup>th</sup> Ave, Denver, 11<sup>th</sup> Floor Conference Room

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



**Early Childhood Leadership Commission Minutes**  
**Thursday, February 28, 2019**  
**9:30 am – 12:30 pm**  
**Health Care Policy & Financing Denver, CO**  
**Join the Conference Call: 515-739-1223**  
**Code: 690666**

**Meeting Objectives:**

- Approve Meeting Minutes from December 13, 2018 Meeting
- Discuss Legislative Updates
- Listen to Remarks from Governor Polis
- Learn about the Families First Prevention Services Act
- Discuss Current Early Childhood Council Waivers
- Hear from the Early Childhood Community during Public Comment

**Attendees:**

Anna Jo Haynes, Elsa Holguín, Melissa Colman (phone), Heather Craiglow, Charlotte Brantley, Tom Massey, Lydia Prado, Jai Scott, Mary Anne Snyder, Doug Clements, Susan Steele, George Welsh, Jeanne McQueeney, Jerene Petersen, Erin Ulric, Kristina Heyl, Amanda Pelletier

**Welcome and Business Meeting**

Anna Jo Haynes called the meeting to order at 9:35am.

**Approval of December 13, 2018 Meeting Minutes**

Anna Jo Haynes called for a motion to approve the minutes from the December 13, 2018 meeting. Lydia Prado moved to approve the minutes as distributed, Tom Massey seconded the motion; the minutes were approved by unanimous voice vote.

**Subcommittee Updates**

**Data Subcommittee:** Susan Steele introduced Heather Matthews, the consultant working with the Data Subcommittee to develop meaningful data indicators for each of the ECLC's Areas of Opportunity. Heather Matthews shared with the Commission that the Data Subcommittee has been working on selecting 3-5 indicators per Area of Opportunity to recommend to the ECLC that measure success in four years. She reviewed the process up to this point with the Commission. She shared that the Subcommittee critiqued the indicators using Results Based Accountability (RBA) criteria. She then reviewed the recommended indicators for each Area of Opportunity. She noted that through some of the small group process a data development agenda fostered and briefly discussed each of the categories of the data development agenda. Heather shared the next step for the project is for her to develop the final technical report.

**Communication Subcommittee:** Tom Massey shared that the Subcommittee has finalized the *Communication Guidelines* document which is a document containing best practices and tips for providers engaging with parents and caregivers. He shared that the Subcommittee is working on having the document designed and planning for how to share it. He also shared that the Subcommittee is working on the *Communication Guidelines* Appendix, an online platform which contains examples of research, examples and tool kits.

**Program Quality and Alignment:** Kristina Heyl shared that the Subcommittee will be supporting the

work of the Preschool Development Grant for the next year as an advisory body for the grant. The PQA Subcommittee will be a place for consistent communication and timely updates, opportunities for stakeholders to give feedback, and provides a review of the needs assessment, strategic plan, evaluation plan, and other grant required deliverables for the ECLC's endorsement. She shared that these meetings are available by webinar and all webinars will be recorded. She shared the Subcommittee will be meeting monthly and invited all who are interested in joining the Subcommittee meetings to reach out to her.

#### Legislative Updates

Bill Jaeger shared the Colorado Children's Campaign 2019 Possible Legislative & Budget Items-Highlights handout with the Commission. He reviewed each of the legislative bills that the Colorado Children's Campaign is supporting organized under the *Early Childhood Colorado Framework* domains of early learning & development, health & well-being and family support & education. Bill also discussed the Governor's vision for full day kindergarten and the possible legislation for it.

#### Remarks from Governor Jared Polis

Governor Jared Polis gave remarks on his vision for full day kindergarten and early childhood for Colorado. He also took questions from the Commission.

#### Preschool Development Grant Updates-

Heather Craiglow and Lindsey Dorneman shared that the Office of Early Childhood was awarded \$5.8 million from the Federal Government for the Preschool Development Grant birth through five (PDG). Heather Craiglow shared the purpose of the grant: to support the state in efforts to analyze the current landscape of the early care and learning mixed delivery system and implement changes to the system that maximize high quality care and education for low income families, improve the quality of care, streamline administrative infrastructure and improve state-level early childhood care and education funding efficiencies. Heather then reviewed the outcomes for the grant, the overall outcome being to ensure all Colorado children are ready for school when entering kindergarten.

Heather shared with the group that the first year is a planning period and setting up structures. She shared a timeline for implementation for the year. Heather then reviewed the required grant activities: statewide birth-5 needs assessment, statewide birth-5 strategic plan, parent choice and knowledge, share best practices, and improve the overall quality of early childhood care and education services. Heather and Lindsey shared with the group the strategies for implementing the five activities of the grant in detail.

Lindsey shared the five reporting requirements of the grant. Lindsey then discussed the renewal grant in years 2-4, stating that if awarded, funding in following years could put new programs in place. Heather and Lindsey shared with the group the OEC website link to sign up for updates on the grant and learn about grantee opportunities.

#### Education Leadership Council Updates

David Padrino shared updates and progress on the Education Leadership Council (ELC). David shared that the ELC was created through an Executive Order in 2017 by Governor John Hickenlooper. He shared the Council put together a strategic plan looking at the state of Colorado's education system, early childhood, K-12 and higher education to workforce. David shared that the ELC's work was supported by two core pillars: stakeholder outreach and policy research. He shared the vision and framework the group created for Colorado's education system. David then shared the alignment between the ECL's State of Education principles and strategies to the ECLC's three Areas of Opportunity.

### Public Comment

Cassandra O'Neill shared information on the Colorado Association for the Education of Young Children (COAEYC) listening tour. She shared that COAEYC is celebrating its 50<sup>th</sup> Anniversary and that the board will be traveling around Colorado to collect insight and feedback about early childhood education and how COAEYC can work towards becoming a high performing and inclusive organization. She encouraged the Commission and stakeholders to register for the listening tour.

### Department Updates

Colorado Department of Education: No updates available

Colorado Department of Health Care Policy and Financing:

Tom Massey shared the focus of the Department's budget and legislative priorities is continued alignment, controlling cost in healthcare and enhancing the quality of health care for the state.

Colorado Department of Human Services: Jerene Peterson shared that the Colorado Department of Human Services has a newly appointed executive director, Michelle Barnes. She shared that one of Director Barnes's top priorities is early childhood and discussed how the ECLC could support that goal. She also shared that Mary Alice Cohen will be returning to the Office of Early Childhood as the Division Director for Community, Family and Support.

Office of Early Childhood: Mary Anne Snyder shared that the Office will be supporting a bill allowing the Office to conduct voluntary background checks on a wider population, which includes coaches, volunteers and after-school programs.

Colorado Department of Public Health and Environment: Erin Ulric shared a few of the legislative bills the Department is following and supporting including: a bill on comprehensive sexual education, another bill on family planning, and a bill around maternal mortality.

### Families First Prevention Services Act

Minna Castillo Cohen and Joe Homlar presented to the Commission on the implementation of the Family First Prevention Service Act (FFPSA) in Colorado. Minna explained that the Act calls for a systemic transformation to keep families together and focus on prevention services. She discussed how the FFPSA significantly changes how child welfare is funded and what is incentivized. She discussed how FFPSA preserves families by putting family first and that it systemically addresses substance use. She shared the differences in policy before and after the FFPSA. Joe discussed the prevention plan requirements for the state including conducting periodic risk assessments, explaining the states evaluation process, monitor the prevention services and programs and provide training to carry out Title IV-E prevention services and supports. They discussed the federal reimbursement for the FFPSA stating that beginning October 1, 2019 states can be reimbursed for 50% of costs of prevention services and programs. They shared a timeline for the implantation of the FFPSA. Lastly they shared that the Child Abuse Prevention Month Kick-Off Day at the Capital will be Tuesday, April 2<sup>nd</sup> and encouraged all to save the date for the event.

### Early Childhood Council Waiver Updates

18-01 Early Childhood Council of Larimer County: Bev Thurber and Lauren Powers shared updates on the Early Childhood Council of Larimer County (ECCLC) early childhood workforce waiver. Bev Thurber shared a brief overview of the waiver for a Provisional Early Childhood Teacher. Lauren shared how the waiver has been implemented in Larimer County. She shared successes of the waiver including that an early childhood provider was able to open up a new toddler classroom. She shared some of the barriers of the waiver, stating the biggest barrier is employer cost of paying



staff to take early childhood courses.

18-02 Denver County Early Childhood Council: Nicole Riehl, Kelly Bowes and Erin Gager shared updates on the Denver Early Childhood Council (DECC) early childhood workforce waiver. Kelly briefly shared an overview of their pilot program that is milestones based waiver for early childhood workforce. Kelly shared two important considerations when implementing the waiver: that experience at a high quality provider is very important and that supporting the whole person and the personal barriers they are facing is equally important. She then shared a video clip of a participant describing her experience in the program. Erin shared a graphic on the participant journey and shared that they currently have 2 participants that have completed the program. She also shared some lessons learned with the Commission including the importance of finding the right fit for placement of participants. Looking forward, the DECC plans to continue their work with the pilot and continue to work on recruitment and retention of the early childhood workforce.

#### 2020 Census Updates

Rosemary Rodriguez presented on the 2020 census and the organization Together We Count. Rosemary shared some background information and facts on the census. She shared a graph on the funding of the census at the federal level. She shared facts about what Colorado has in stake if the population is undercounted, including a significant loss in federally- assisted programs and discussed the impact of the census for children and families in Colorado. Rosemary discussed the hard-to-count communities in Colorado including low income, renters, immigrants, rural areas, homeless, older adults, refugees and young children. She then discussed the hard-to-count areas across Colorado which included many rural areas but also the metro area. She discussed the possible citizenship question for the 2020 census sharing that research done shows that hesitation, fear and cynicism rose among focus group participants. Rosemary shared that Together We Count will provide communication, training and mini-grants for census activity at the local level. She then discussed some of the national research findings around messaging that demonstrates the most impact on communities. Lastly she shared the messaging that Together We Count created around the importance and impact of the 2020 census.

#### Co-Chairs' Final Thoughts and Adjourn

Anna Jo asked for introductions from the audience and thanked all for their work and for being at the meeting. The meeting was adjourned at 12:37 pm.

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Updated April 22, 2019

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  - h. **SB 19-104** [Holbert/Baisely] Eliminating Duplicate Regulation of School-Age Child Care on School Grounds. Amendment requires a review of state agency rules governing these sites and a de-duplication of any conflict regulations
2. **Domain of the Early Childhood Colorado Framework: Health & Well-being**
  - a. **HB 19-XXXX** [Caraveo/Fields] Increase taxes for tobacco and nicotine to fund health care access, affordability, behavioral health, out-of-school learning, and preschool.
  - b. **HB 19-1194** [Lontine & Larson/Priola & Fields] Addressing public school early childhood suspensions and expulsions
  - c. **SB 19-207 [Budget]**: Early Intervention: JBC approved \$3.3M based on caseload growth and cost
  - d. **HB 19-1122** [Buckner & Landgraf/Fields & Gardner] Maternal Mortality Review Committee
  - e. **HB 19-1312** [Mullica/Gonzales & Priola] Modernizing immunization requirements for school entry to improve vaccination rates
  - f. **SB 19-010** [Fields/McLachlan & Valdez] Professional Behavioral Health Services for Schools. Expands the school-based behavioral health professionals grant program and introduces additional flexibility in implementation, including contracting and telehealth.
  - g. **SB 19-195** [Fields & Gardner/Kraft-Tharp & Landgraf] Child And Youth Behavioral Health System Enhancements
3. **Domain of the Early Childhood Colorado Framework: Family Support and Education**
  - a. **HB 19-1164** [Singer/Zenzinger & Priola] Child Tax Credit
  - b. **HB 19-1280** [Herrod & Becker/Fenberg] Child Savings Accounts
  - c. **SB 19-188** [Winter & Williams/Gray & Duran] FAMLI Act (Paid Family Leave)
4. **Early Childhood Systems-building**
  - a. **HB 19-1052** [McCluskie & Rich/Bridges & Rankin] Early Childhood Development Special Districts
  - b. **HB 19-1257** [Becker/Court & Priola] Referred measure to voters to permanently “de-Bruce”
  - c. **HB 19-1239** [Tipper & Caraveo/Priola & Winter] Census Outreach Grant Program
  - d. **SB 19-207 [Budget]**: Family Resource Centers funding: \$500K

# Support HB19-xxxx

## Strategy to reduce youth tobacco use

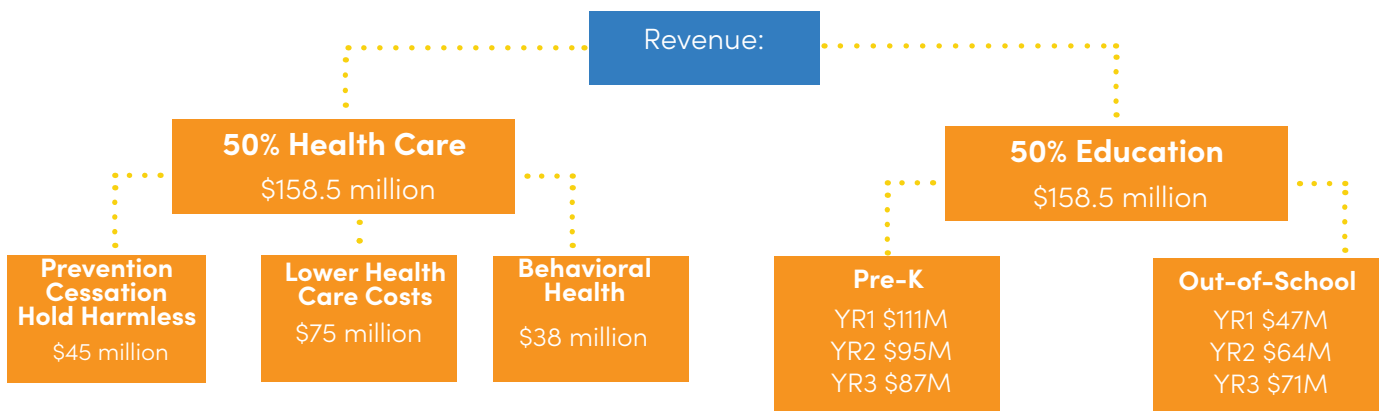
Sponsored by: Representative Caraveo & Senator Fields



### Nicotine and tobacco tax measure to reduce tobacco use and lower associated health care costs:

- 1 Colorado is facing a youth vaping epidemic.** We have among the highest teen e-cigarette use rates, with 26.2 percent of Colorado's teenagers reporting having used an e-cigarette before. This is nearly twice the national average. (source: Tobacco Free Kids)
- 2 Every 10 percent increase in the price of cigarettes leads to roughly a 7 percent decrease in youth usage.** Since nearly 9 out of 10 adult smokers begin smoking while in their teens, if one can reach adulthood without using tobacco products, then the probability of becoming a life-long smoker is greatly reduced.
- 3 Colorado's tax rate on cigarettes ranks 39th in the nation and we currently do not impose any excise tax on the liquid nicotine used in e-cigarettes.** Today in Colorado, a pack of cigarettes costs about \$5.60 and an equivalent amount of liquid nicotine for e-cigarettes is sold for about \$1.

### Nicotine & tobacco tax revenue distribution:



### Complete budget breakdown:

#### \$158.5 million for Health Care:

- Revenue for tobacco prevention, education, cessation, and to hold harmless existing tobacco funded programs
- Reduce the cost of health care by reducing premiums and out-of-pocket costs
- Mental health services for children and youth including school-based mental health services

#### \$158.5 million for Education:

- Expand and enhance Colorado Preschool Program to serve more children and improve the quality of early learning opportunities
- Expand opportunities for children and youth outside of school through the Expanded Learning Opportunities Program

Current tax rates vs. proposed tax rates	Currently	Proposed
Cigarettes	\$0.84 per pack	\$2.59 per pack
E-cigarettes (liquid nicotine)	0% of listed manufacturer price	62% of listed manufacturer price
Other tobacco products	40% of listed manufacturer price	62% of listed manufacturer price

**The tobacco industry has historically targeted low-income populations and communities of color.** Studies show that significant cigarette tax increases are even more effective in reducing smoking among lower-income populations and communities of color. Revenue from tobacco tax will be reinvested into health and child-related programs that help adults quit smoking, keep kids from starting, and aid families who have been historically targeted by tobacco companies.

**Higher tobacco taxes can reduce long-term costs related to smoking, which are an extreme financial burden on the state.** Tax increases can promote healthy behaviors and deter individuals from beginning smoking in the first place. Since most smoking-related diseases take years to develop, health care cost savings will continue to grow over time; since lower-income people are a proportionally large percentage of smokers in Colorado, smoking reductions will lower state Medicaid program expenditures drastically.

### Smoking-Caused Monetary Costs in Colorado

(source: Tobacco Free Kids)

Tax burden from smoking-caused government expenditures

**\$654/household**

Medicaid costs caused by smoking

**\$386.3 million**

Annual health care costs directly caused by smoking

**\$1.89 billion**

**Vote YES on HB-XXX to combat youth vaping and cigarette use, lower health care costs associated with smoking, and increase revenue for health care and education programs.**

## Supporter List



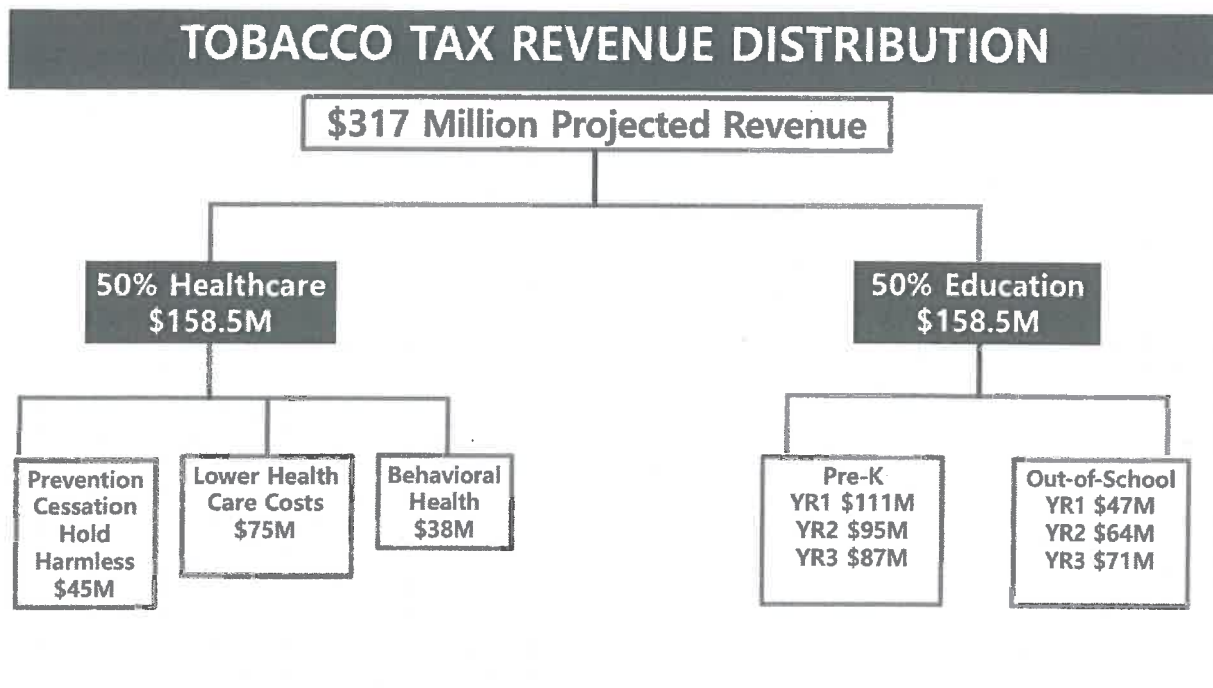
## Tobacco Tax Referred Measure

Thousands of youth become addicted to tobacco each year and Colorado's teen vaping rate is twice the national average. It has been proven that higher taxes reduce teen use.

Colorado's tax rate on cigarettes ranks 39<sup>th</sup> in the nation and we currently do not impose any excise tax on liquid nicotine used in e-cigarettes.

### This Proposal:

- Raises the tax on a pack of cigarettes by \$1.75 to \$2.59 per pack and by 22% for other tobacco products, bringing Colorado more in line with other states..
- Regulates and taxes nicotine sold for e-cigarettes the same as other tobacco products.



### Health Care

#### \$30 million for tobacco prevention, education and cessation

- This amount meets CDC guidelines for prevention.

#### \$15 million to hold harmless programs currently funded by tobacco tax revenues

- Includes CHP+ and early detection and treatment of cancer, heart and lung disease.

#### \$79 million to reduce health care costs

- includes funding mechanisms to reduce health insurance premiums and out of pocket costs, such as a reinsurance program or a program to assist with high out of pocket expenses.

#### \$34 million for behavioral health care for children and youth

- Includes suicide prevention, school-based programs to provide mental health services, crisis response services and care for children and youth with serious behavioral needs.



## **Education**

**\$87 million to expand and enhance the Colorado Preschool Program plus \$40 million over the next two years for quality improvement grants.**

- Provides funding to significantly expand voluntary, quality preschool throughout the state, as a pathway to universal preschool.
- Includes funding for planning and implementation to address the supply of teachers, quality enhancements, a mixed delivery system, coordination with other children's services, facility planning, service duration, and evaluation.
- Provides funding for nearly 20,000 half-day CPP slots (there are currently 29,360 students enrolled in CPP across the state).

**\$47 million in year 1 growing to \$71 million ongoing for expanded learning opportunities outside of school:** The bill will create a new Colorado Expanded Learning Opportunities Program to provide expanded learning opportunities for children and youth ages 3-18. The bill:

- Creates a new agency within the Department of Education with an appointed board to oversee the expanded learning opportunities program, including developing a sliding scale to determine payments to providers, certifying approved providers, and ensuring robust oversight for program funds.
- Provides assistance for children and youth to enroll in eligible before school, after school, and summer programs, including programs provided by school districts. Payments are made from the administering non-profit to eligible providers.
- Prohibits funding from being used for tuition at a private school or for religious instruction.
- Ensures that low-income families are prioritized for expanded learning opportunity program funds.

## Possible Tobacco Tax Language for Early Childhood Education

Updated April 24, 2019

### **Ballot Question**

"Shall state taxes be increased by \$\_\_\_\_ annually by imposing a tax on nicotine liquids used in e-cigarettes that is equal to the total state tax on tobacco products, increasing the tobacco products tax by 22% of the manufacturer's list price, and increasing the cigarette tax by 8.75 cents per cigarette, and using the revenue to invest in Coloradans' health and education, specifically programs that reduce the use of tobacco and nicotine products, provide behavioral health and substance use services for children and youth, lower the cost of health care, **enhance the voluntary Colorado Preschool Program and make it widely available**, provide expanded learning opportunities for Colorado's children and youth, and maintain the funding for programs that currently receive revenue from tobacco taxes, with annual audits on the use of the new tax revenue and with the state keeping and spending the new tax revenue notwithstanding any limitations provided by law?"

### **Creation of Cash Fund**

The Preschool Programs Cash Fund is hereby created in the state treasury. The fund consists of money credited to the fund. The State Treasurer shall credit all interest and income derived from the deposit and investment of money in the preschool programs cash fund to the fund. Total revenue will be distributed in the following way: For the 2019-20 and 2020-21 fiscal years, 35% to the Preschool Programs Cash Fund; for the 2021-22 fiscal year, 30% to the Preschool Programs Cash Fund, and for the 2022-23 fiscal year and each fiscal year thereafter, 27.5% to the Preschool Programs Cash Fund.

### **Purpose and Allowed Use of the Cash Fund**

(c) It is the general assembly's intent that the money in the cash fund be used to expand and enhance the Colorado Preschool Program in order to improve the availability, affordability, and quality of voluntary early childhood education with a goal, over time and subject to adequate revenue, of serving all of Colorado's young children whose families choose it.

(d) Subject to annual appropriation by the General Assembly, the department may expend money from the fund to:

- (I) Provide financial assistance to help families afford early childhood education;
- (II) Increase access to preschool services for Colorado children and improve the quality of preschools;
- (III) Provide for mixed delivery options to support parent choice of either school-based or community-based options.
- (III) Improve the affordability and availability of quality early childhood education programs and facilities, including offering voluntary preschool programs that match parents' and children's needs for length of day and length of year so children are ready for school;
- (IV) Increase the capacity of licensed early childhood education programs so families that need early childhood education have access;
- (V) Recruit, train, and retain early childhood education professionals;
- (VI) Support the availability of quality early childhood education offered in Head Start, Early Head Start, and licensed early childhood education settings;
- (VII) Improve the quality of early childhood education programs;
- (IX) Strengthen coordination with existing early childhood systems and initiatives and advance alignment with the K-12 system to support children's transitions to school
- (VIII) Collect, analyze and measure data to evaluate program effectiveness, including by measuring child and family outcomes; AND
- (IX) Fund any other use that is consistent with the purpose specified in subsection (4)(c) of this section.



## Overview

Colorado was awarded a \$5.8 million PDG B-5 grant from the US Department of Health and Human Services' Administration for Children and Families (ACF). This funding was made available under the Every Student Succeeds Act (ESSA) and is targeted to help states build a quality early learning system for children birth to 5 and their families.

The one-year PDG B-5 project period began December 31, 2018, and will conclude December 30, 2019. Colorado is eligible to apply for a renewal grant. If awarded, the renewal grant will provide additional funding through December 2022.

Colorado Shines Brighter is Colorado's Preschool Development Grant Birth through Five (PDG B-5) opportunity. Colorado Shines Brighter is based on the state's shared vision to ensure *all* children are ready for school when entering kindergarten.

Colorado Shines Brighter will work towards three outcomes:

1. Colorado families have access to quality formal early childhood care and education settings of their choosing which best meet the need of their child and family, especially those who are vulnerable and infants and toddlers.
2. Informal early childhood care and education environments (parental, friend, family, and neighbor care) are enhanced to enrich and support children's physical, social, emotional, and cognitive development.
3. Colorado's B-5 early childhood state system is coordinated and aligned to enhance the resources available to families and to improve the quality of relationships among families, caregivers, and children.

## Background

The Preschool Development Grant Birth through Five supports states in their efforts to analyze the current landscape of the early care and learning mixed delivery system, and implement changes to the system that maximize the availability of high-quality early childhood care and education options for low-income and underserved families across providers and partners; improve the quality of care; streamline administrative infrastructure; and improve state-level early childhood care and education funding efficiencies.

## Get Involved

Visit [ColoradoOfficeOfEarlyChildhood.com](https://ColoradoOfficeOfEarlyChildhood.com) to learn more about Colorado Shines Brighter, sign up for project updates, and apply for contract, grantee, or job opportunities.

## Colorado Shines Brighter 2019 Strategies

### **Activity 1. Statewide Birth - 5 Needs Assessment**

- Build upon existing needs assessments and conduct additional research to address:
  - 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)
- Explore an early childhood mental health consultation “warm line”
- Assess community-level needs for different modalities of early childhood mental health support

### **Activity 2. Statewide Birth - 5 Strategic Plan**

- Develop a 5-year strategic plan to ensure all Colorado children are ready for school when entering kindergarten by:
  - Utilizing the needs assessment information and data
  - Aligning existing state and local strategic plans and frameworks
  - Building on existing initiatives and foundational systems
  - Broadly including stakeholders across Colorado’s mixed delivery system
  - Increasing engagement in system-wide transition planning
- Develop an Information Technology Roadmap to inform future enhancements or technology builds
- Identify innovative strategies to support the early childhood workforce

### **Activity 3. Maximizing Parent Choice and Knowledge**

- Build upon Colorado’s consumer education and engagement efforts to create a “no wrong door” entry point to early childhood and family support programs
- Update the Colorado Early Learning & Development Guidelines and create new content that addresses caregivers’ experiences and early childhood transitions

### **Activity 4. Sharing Best Practices among State Early Care and Learning Providers**

- With the support of a process management vendor, convene workgroups to assess and make recommendations to:
  - The Colorado Competencies for Early Childhood Educators and Administrators
  - The Early Childhood Professional Credential
  - Early Childhood Professional Qualifications
  - Colorado Shines Quality Rating and Improvement System (QRIS) Framework
- Evaluate and revise the Colorado Shines QRIS to include indicators focused child development, outcomes, and to improve quality relationships; initiate a retooling process to transition from Environment Rating Scales (ERS) to the ERS - 3
- Mine and analyze data to inform long-term training and technical assistance plans for Colorado Shines
- Develop new course offerings on the Colorado Shines Professional Development and Information System (PDIS) to enhance quality relationships and to expand use of the PDIS across the mixed-delivery system
- Analyze the organizational capacity and alignment of local community partners
- Leverage the Colorado Child Care Assistance Program (CCCAP) Contract for Slots Pilot Project to inform statewide adoption of child care slot contracts
- Implement the ROOTS™ Early Childhood Mental Health Training Program
- Enhance the Early Childhood Mental Health Specialists program
- Augment the Growing Readers Together model
- Pilot home visiting programs (HIPPI and PAT) to licensed family child care home providers and friend, family, and neighbor caregivers

### **Activity 5. Improve the Overall Quality of Early Childhood Care and Education Programs, Providers, and Service**

- Implement enhancements to existing information technology, focusing on the Colorado Shines website

## **ECLC Opportunity Area Three: Support Improved Family Health and Economic Security through a Two Generation Approach**

Sources for Potential Indicators include Opportunity Index, PRAMS, and American Community Survey

### **Economy**

1. Poverty (% of population below poverty line – varies dramatically by county and within county) - OI
2. Households spending less than 30% of household income on housing costs (%) – OI and ACS

### **Education**

3. On-time high school graduation rate – OI (while not specific to EC, Area One captures PreK rates)
4. Education of the mother – PRAMS (see note above)

### **Health**

5. # of stressors reported during pregnancy – PRAMS
6. Low birth weight – (% of infants born weighting less than 5.5 pounds) - OI  
Note – subgroup discussed at some length whether this is the best indicator vs infant mortality. Both show disparities based on race/ethnicity, as well as taking into account the impact of altitude on birth weight.

### **Community**

7. Grocery Stores and produce vendors (per 10,000 population as proxy for food insecurity) – OI

Note – the subgroup also discussed a future TBD indicator of parental engagement, potentially from future public school data; and collecting mother's income and insurance status from PRAMS



## Early Childhood Council Waiver Request Application

<b>Early Childhood Council Name:</b> Rocky Mountain Early Childhood Council	<b>Date:</b> February 12, 2019
<b>Primary Contact (Name and Position):</b> Stacy Petty, Council Coordinator	<b>Phone:</b> 719-486-7273
<b>Mailing Address:</b> PO Box 338, Glenwood Springs, CO 81602	<b>Email:</b> rmecc@mtnvalley.org

**1. Please cite the rule or regulation (Including rule/regulation number, and specific language of the rule/regulation creating the barrier) for Waiver Request:**

Currently, there is a severe shortage in qualified applicants for open Early Childhood Teacher (ECT) positions. In order to address this current workforce crisis, we are asking that Child Care Centers and Preschools which meet specific criteria (described in section 7 below) be allowed to hire people into the Early Childhood Teacher (ECT) position who are not yet fully qualified, with a grace period of up to 12 months for that ECT to complete all qualifications. We are asking specifically for the 12 month grace period to apply to the italicized sections of the regulation written below:

**7.702.44 A.1:** An early childhood teacher, assigned responsibility for a single group of children and working under the supervision of a director, must be at least eighteen years of age and *must meet at least one of the following qualifications:*

- a) *A Bachelor's degree from a regionally accredited college or university with a major area of study in one of the following areas:*
  - 1) *Early childhood education;*
  - 2) *Elementary education;*
  - 3) *Special education;*
  - 4) *Family and child development;*
  - 5) *Child psychology.*
- b) *A Bachelor's degree from a regionally accredited college or university with a major area of study in any area other than those listed at Section 7.702.54, A, 1, and additional two (2) three-semester hour early childhood education college courses with one course being either introduction to early childhood education or guidance strategies.*
- c) *Current early childhood professional Credential Level III Version 2.0 as determined by the Colorado Department of Education.*
- d) *A 2-year college degree, sixty (60) semester hours, in early childhood education from a regionally accredited college or university, which must include at least two (2) three-semester hour courses, one of which must be either introduction to early childhood education or guidance strategies; and at least six (6) months (910 hours) of satisfactory experience.*

- e) *Completion of twelve (12) semester hours from a regionally accredited college or university, at either a two year, four year or graduate level, in each of the following subject or content areas in early childhood education and one of the three (3) semester hour courses must be either introduction to early childhood education or guidance strategies, plus nine (9) months (1,395 hours) of 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.*
- f) *Completion of a vocational or occupational education sequence in child growth and development plus twelve (12) months (1,820 hours) of 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.*
- g) *Current certification as a Child Development Associate (CDA) or other Department-approved credential.*
- h) *Completion of a course of training approved by the Department that includes training and work experience with children in a child growth and development program plus twelve (12) months (1,820 hours) of 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.*
- i) *Twenty-four (24) months (3,640 hours) of 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 Colorado family child care home; a teacher's aide or teacher in a child care center, preschool, or elementary school, plus either:*
  - 1) *A current Colorado Level I credential; or,*
  - 2) *Two (2) three-semester hour early childhood education college courses from a regionally accredited college or university, at either a two year, four year or graduate level, in each of the following subject or content areas with one course being either introduction to early childhood education or guidance strategies.*

**2. Please list any statute or legislation associated with the rule/regulation cited above:**  
*(Please note: state statutes cannot be waived.)*

Title 26. Human Services Code, Article 1. Child Care Centers, Part 1. Child Care Licensing  
 C.R.S. 26-6-106: Standards for facilities and agencies - rules

(2) Standards prescribed by such rules are restricted to:

- (b) The character, suitability, and qualification of the applicant for a license and of other persons directly responsible for the care and welfare of children served, including whether an affiliate of the licensee has ever been the subject of a negative licensing action;
- (d) The number of individuals or staff required to insure adequate supervision and care of children served

**3. Reason for Request (IN DETAIL - Describe the barrier this Waiver addresses in implementing an early childhood project)**

We do not have an adequate pipeline of qualified Early Childhood Teacher (ECT) applicants to fill open positions in licensed child care center and preschool programs. RMECC conducted



a workforce survey of child care centers and preschools in January and February 2019, and the survey results have confirmed the workforce crisis. As part of the survey, we asked about length of time to fill ECT positions, number of vacant positions, and whether the program had filled positions with unqualified candidates. We also asked about how staffing had affected classrooms and availability of care. Highlights of the survey, which represented 50% of all licensed child care center & preschool programs in the region:

- 72.2% of directors reported difficulty filling ECT positions
  - 33.3% of directors reported it took between 4 and 12 weeks to fill positions, and 22.2% reported it took more than 13 weeks
  - Directors in a total of 36 facilities reported 100 vacant ECT positions in the previous 12 months, with 35 positions still being open at the time of the survey
  - Directors reported that 65 of the ECTs they hired in the prior 12 months were not yet fully qualified
  - Due to difficulty hiring ECTs, in the previous 12 months, directors reported:
    - Classrooms that were closed: 2 infant, 1 toddler and 1 preschool
    - Vacant classrooms that were unable to open: 2 infant, 1 toddler and 3 preschool
    - Classrooms with increased staff/child ratios: 5 infant, 10 toddler and 14 preschool
- NOTE: Although this waiver does not include staffing for infant classrooms, we wanted to include the data to more fully paint a complete picture. It is also worth noting that 50% of our licensed centers participated in this survey due to the quick turnaround time, so we expect the numbers would only increase.*
- Directors reported the following impact due to difficulty with hiring:
    - 80.5% said they spent more time managing staffing patterns
    - 80.5% spent more time filling in the classroom
    - 80.5% said while staff needed increased support, they had less time available to provide that support
    - 80.5% said they spent more time with recruiting/interviewing/training new staff
    - 86.1% said this decreased the time they had available for program planning and for staying informed

Our regional data trends higher than the state-wide findings of *Colorado's Early Childhood Workforce Survey 2017*. *Statewide, the survey showed approximately 70% of directors statewide reported difficulty finding teachers to fill vacant positions and position vacancies took an average of 2.5 months to fill.*

#### **4. Please explain how waiving this rule/regulation is the only available method to implement the early childhood project:**

Although we are continuing efforts locally on other strategies to begin to increase the pipeline of qualified candidates, including dual enrollment and supporting students to earn a CDA, these take time and funding and do not address our immediate crisis.

When a staff person leaves and qualified staff cannot be hired in a timely manner to fill these vacant positions, child care centers are often facing the difficult choice of hiring unqualified applicants, closing classrooms, or increasing staff/child ratios beyond what is desirable for quality. According to the *Colorado Early Childhood Workforce Survey 2017*, 43% of directors indicated that they often have to fill vacant positions with unqualified teachers. The results of our survey show the percentage for our 4 county area is slightly above 80%. Allowing a grace period for high quality programs to fill vacant positions with candidates who are still in the process of completing qualifications will allow these directors to hire the best candidates



while ensuring the new ECT receives the support s/he needs to thrive, with protocols in place to ensure children's safety and well-being. This waiver will also allow programs to grow leaders from within their organization as well.

**5. How will Waiver Approval positively impact children, families, and/or your community?**

Children, families and the community will all benefit from this waiver.

- The lack of adequate staffing in the classroom is negatively impacting children through higher staff/child ratios and through an increase in the number of transitions children are experiencing as programs move children and teachers throughout the day to maintain ratios. By increasing staffing, children will receive more individualized attention and experience more stability of care. This, in turn, positively impacts attachment, which is associated with a wide range of child outcomes (Hamre, B. K., & Pianta, R. C. (2001). Early teacher-child relationships and the trajectory of children's school outcomes through eighth grade. *Child Development*, 72, 625-638).
- This waiver will positively impact teachers by implementing and addressing several of the *Policy and Practice Implications* in the *Colorado Early Childhood Workforce Survey 2017: Findings from Northwest Colorado*, including funding for scholarships, creating and expanded set of higher educational pathways and expanding and tailoring in-service professional development. It is worth noting that all of our Level 3-5 Child Care Centers (n=27) participate in CSQI funding. This will lead to more educated and trained Early Childhood Teachers and increased pay. Increasing teacher job satisfaction ultimately impacts the quality and stability of care for children.
- Lack of staffing is impacting families as the availability of care in our community is decreasing (as demonstrated by the inability to open new classrooms). By increasing staffing, we will begin to see classrooms and programs opening to meet the overwhelming demand for care in our community.
- The lack of staffing ultimately impacts the economic health of our community, as families cannot find the child care they need to be able to work. Increasing staffing is a fundamental underlying cause of this shortage. By increasing staffing, we will ultimately support the broader workforce and employers throughout the region.

**6. Please describe stakeholder outreach. Who are all the affected parties of this Waiver Request? (You may attach letters from affected parties)**

All licensed child care centers and preschools are impacted by the lack of qualified ECT teachers, but eligibility to participate in this waiver is limited to child care centers in the region rated at a Colorado Shines Level of 3 or higher who are in good standing with Child Care Licensing. As of February 2019, 27 programs meet this criteria.

Child care centers have been an integral part of developing this waiver application. The data from RMECC's workforce survey of child care centers demonstrates the need. In October 2018, the RMECC formed a Waiver Committee with representation from 3 centers (including school districts), the ECE Department Chair from the local community college, coaches, county representatives and RMECC staff. We also sought out input from our CPP partners and licensing specialists to make sure we were aware of their concerns in pursuing this application.

This task force met 4 times to develop the survey and review the regulations, determine protocols to ensure quality and safety, discuss how we will evaluate the effectiveness, and develop this waiver request.



The waiver committee, including several programs who are all rated at a Colorado Shines Level 3, 4 or 5, evaluated the protocols you see reflected in this request. Letters of support from four programs are attached.

**7. Do you have any evidence to demonstrate that compliance with the specific rule creates a substantial undue burden? (If so, please attach)**

The results from both RMECC's 2019 regional Workforce Survey and *The Colorado Early Childhood Workforce Survey 2017* has compelling evidence that filling all vacant ECT positions with fully qualified candidates, in a timely manner, is not possible given the lack of qualified candidates. Trying to be in compliance with the regulation 7.702.44 A.1 results in understaffed classrooms, more burden on directors, reduced access to child care for families, and more transitions for children. The data demonstrating this is enumerated in question 3 above.

- **If this rule/regulation is waived, how will you meet its intended purpose? (Ex: diversity of stakeholders, health and safety of children in care, etc.)**

We have carefully considered the safeguards that need to be in place to meet the intended purpose of the regulation. In order to utilize this waiver, the program must have a current Colorado Shines Level 3, 4 or 5 rating and be in good standing with Colorado Child Care Licensing. The program shall sign a program agreement which commits to the following provisions to ensure children's safety and well-being. RMECC shall send this agreement to the Office of Early Childhood for review. In addition to the above criteria, OEC may consider any adverse actions when reviewing the application and providing feedback to RMECC.

- A program shall have no more than two staff members employed as P-ECTs at any one time.
- The Provisional Early Childhood Teacher (P-ECT) must have completed all pre-service and annual mandatory trainings
- The P-ECT must meet one of the following minimum qualifications upon hiring: Assistant ECT, Level 1 Credential or a Bachelor's degree in an unrelated field.
- The program must email the Provisional ECT Application to CDHS upon employment of a P-ECT, so CDHS has a record of this waived position. CDHS will issue a P-ECT letter and email it to the P-ECT and the program within 3 working days. This is for acknowledgement purposes, not for approval.
- The program, in collaboration with the P-ECT, shall create a professional development plan with detailed, attainable steps that show the path to becoming fully ECT qualified within the 12 month waiver period. This plan must be reviewed at least monthly in the supervisory meetings detailed below to ensure the P-ECT is on track to completion, and updated as steps are completed. The director/assistant director shall keep the plan on file (with a copy given to the employee). The plan shall be signed by both the director/assistant director and the P-ECT, and shall be available for licensing to review. The template for this plan is attached.
- The program will prioritize any CSQI dollars received to support P-ECTs with individualized monthly, on-site coaching with credentialed coaches and using evidence-based models. The director and P-ECT will develop coaching goals and determine the number of hours needed to support the applicant. Applicants can also utilize other coaching opportunities in the region.
- If the P-ECT is working with toddlers, the P-ECT must have or complete next available EQIT course (or ECE 111).
- For the first eight weeks, the P-ECT shall have another staff person (minimum of Assistant Teacher qualified) present during all times that would otherwise require a fully qualified ECT.



- For the first eight weeks, the P-ECT will be observed for a minimum of 30 minutes per week by the Director or Assistant Director. These observations must occur at varying times of the day. At least one of these observations shall be 30 uninterrupted minutes in length. After eight weeks, these observations must occur no less frequently than once per month.
- For the first eight weeks, the P-ECT will meet with his/her supervisor for a minimum of 30 minutes/week to reflect, debrief and receive support. After eight weeks, these meetings must occur no less frequently than once per month.
- All observations and supervisory meetings shall be documented on the attached form and this documentation shall be available for licensing to review. Copies of the observation notes shall be provided to the P-ECT.
- The P-ECT must complete all requirements to be fully qualified under 7.702.44 A.1 within 12 months of being hired into that position.

We have included a packet of materials to provide to any program that wants to take advantage of this waiver. These were adapted from the Larimer Early Childhood Council. The attached documentation includes:

- A documentation tracking form
- A professional development plan
- A checklist to track dates/times of observations and supervisory meetings to be used by the director/assistant director working with the P-ECT
- An observation form to be used with the P-ECT.

**8. On what date would you like the Waiver to START?**

Immediately

**9. On what date would you like the Waiver to END?**

We are requesting a three year time frame for this waiver, so that we can evaluate its impact.

**10. Is there a fiscal impact to implementing this Waiver? (Please describe any anticipated financial impact)**

The fiscal impact will be on the child care programs. Because college classes and additional training may be a condition of employment, the Department of Labor requires the employer to cover both the cost of the education/training and pay the employee's time to attend trainings/classes. The child care centers that have been engaged in this dialogue understand this fiscal impact, and are willing to absorb the cost to get high quality, qualified ECTs.

**11. How will you evaluate the effectiveness of this rule/regulation waiver if approved?**

An effective waiver will result in an increased number of qualified ECTs through successful completion of the waiver, as well as reduced child care program staff vacancies.

As part of the agreement to participate in this waiver, programs must agree to share data with RMECC to support an evaluation of the waiver's effectiveness, including:

- # of participants and demographics of participants
- # successfully completing ECT qualifications within waiver period, and licensing option pursued
  - If not completed, reasons why
- On an annual basis, track how many P-ECTs are still employed in early childhood.

RMECC will also collect quantitative and qualitative data from both the employer and employee through a post-participation survey. Questions will include, but not be limited to: costs incurred by employer for training of P-ECT, length of time until hiring, impact on staff vacancy, feedback on the waiver process/forms, etc.

**12. Additional Comments:**

**SIGNED:**

Stacy L Petty

\_\_\_\_\_  
ECC Coordinator Name

Liz Costaldo

\_\_\_\_\_  
Steering Committee Co-Chair Name

\_\_\_\_\_  
ECC Coordinator Signature

\_\_\_\_\_  
Steering Committee Chair Signature

Early Childhood Council Waiver Request  
**Colorado Department of Human Services Written Statement**

Early Childhood Council Name: <b>RMECC</b>	Waiver #: <b>19-01</b>
CDHS Contact (Name and Position): <b>Teresa Ribble; Licensing Supervisor</b>	Phone: <b>(303) 866-4191</b>
Email: <b>teresa.ribble@state.co.us</b>	Date: <b>3/26/19</b>

- **Confirm Rule and Citation: Is the rule on the Application eligible for Waiver Review? (ie. the rule is listed in CCR 2509 and not noted in state statute)**

YES: ☒ NO: ☐

- **Is the correct citation used on the Waiver Application?**

YES: ☒ NO: ☐

*If citation is incorrect, please cite the correct one here:*

- **Implications of Waiver Approval on the health and safety of children (Does approval of this waiver request have anticipated implications on the health & safety of children?):**

CDHS believes this waiver could have some negative implications on children's cognitive and social development during this critical growth period. When adults have little or no early childhood education and/or experience, and have minimal supervision and oversight within a classroom; it becomes a risk for children's social-emotional and academic development. Staff members must and need to use their child development knowledge along with child guidance strategies in order to work appropriately with the children in their care. Additionally, children need to have continuity of care as it is essential to create long-term outcomes for future academic and social success.

- The Department has reviewed this Waiver Request for Health & Safety concerns and has the following comments:

Please see the attached page for the Department's recommendations. The Department requests the recommended requirements be added to the original waiver to address health and safety concerns.

SIGNED:

Teresa Ribble

State Agency Representative Name

Teresa Ribble

State Agency Representative Signature

These recommendations are in addition to the Rocky Mountain ECC waiver documentation submitted to the Department for approval-

1. The P-ECT applicant will submit an application to the Department with verifiable documentation of current qualifications to obtain a P-ECT letter prior to working with children. The letter will expire one year after the date of the application approval. The P-ECT letter will have a revocation clause and may be revoked if substantial evidence has been found that the director is responsible for one or more of the following at any child care facility, including, but not limited to:
  - a. Committing fraud;
  - b. Responsible for egregious or repetitive grounds for negative licensing actions;
  - c. Providing false information;
  - d. Providing false transcripts for self or staff; or,
  - e. Providing false letters of experience for self or staff
2. The license must be in good standing, hold a Level 3-5 rating, and no adverse action within the last 12 months.
3. Rocky Mountain ECC shares all collected data associated to this project with the Department of Early Care and Learning.
4. The participating facilities will communicate any reports, requests, forms, and general waiver information to our Appeals and Waivers email address  
[cdhs\\_childcare\\_appeals@state.co.us](mailto:cdhs_childcare_appeals@state.co.us)
5. Will the participants/applicants involved in this project have some sort of retention time frame or compensation benefits?





Date: 4-10-19

To: The ECLC Waiver Review Subcommittee

From: The Rocky Mountain Early Childhood Council

RE: Addendum to the Rocky Mountain Early Childhood Council Waiver Application

Thank you to the Waiver Review Subcommittee for the call yesterday. Below I have listed the items we discussed that would be considered an addendum to our original application.

1. Add clarification on the application under Eligibility #2. "with no adverse action within the last 12 months" to match the wording from the CDHS response.
2. On page 10, #3 – update the email from Erin Frederiksen's email to [cdhs\\_childcare\\_appeals@state.co.us](mailto:cdhs_childcare_appeals@state.co.us)
3. On page 10, #9 – add the clarification that observations should occur during active times of the day.
4. On page 10 #8 & #9 – add clarifying wording about Supervisory meetings to include "feedback loops and time for the P-ECT to ask for additional supports as needed".
5. Add on page 11 under Acknowledgements: The RMECC will share all data and submit required reports to the OEC as required.

Please don't hesitate to call or email me with any questions you might have. I look forward to the call on April 25<sup>th</sup> with the Commission. Thank you for your guidance and support through this process.

Regards,

A handwritten signature in blue ink, appearing to read "Stacy Petty".

Stacy Petty, MS  
Council Coordinator  
[rmecc@mtnvalley.org](mailto:rmecc@mtnvalley.org)



## **Early Childhood Council Waiver Request**

### **Recommendation from ECLC Waiver Review Subcommittee**

<b>Early Childhood Council Name:</b> Rocky Mountain Early Childhood Council	<b>Waiver #:</b> 19-01
<b>CDHS Staff:</b> Teresa Ribble and Carin Rosa	<b>Date:</b> 04/09/19
<b>Recommendation to ECLC:</b> Approve the waiver request	

#### **1. Summarize Waiver discussion:**

The waiver #19-01 was requested for approval to create a Provisional- Early Childhood Teacher (P-ECT) qualification. This waiver was requested in order to address the current workforce crisis and allow educators to reach the full ECT qualification more quickly. The Rocky Mountain Early Childhood Council (RMECC) is asking for 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 would provide additional supports, such as enhanced coaching, reflective supervision and classroom observations.

The Waiver Review Subcommittee met on April 9, 2019 at 12:00pm. A representative from Rocky Mountain Early Childhood Council and Colorado Department of Human Services (CDHS) were present. The Subcommittee discussed several clarifications around the waiver application.

#### **2. Recommendation from ECLC Waiver Review Subcommittee:**

ECLC Waiver Review Subcommittee recommends approval of the waiver request for 18 months, with the modifications accounted on the addendum.

RMECC shall provide a status update of the Provisional-Early Childhood Teacher Program after 6 months and 12 months. After the 18 months approval period, the RMECC should provide an additional update on the waiver and the ECLC can determine whether it should be extended.

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#### **TO BE COMPLETED AT NEXT FULL ECLC MEETING**

<b>Date of ECLC Meeting:</b>
<b>ECLC Waiver Decision and Conditions:</b>