



August 26, 2021

9:30am - 12:30pm

Join with Google Meet: <https://meet.google.com/zmm-oyzd-uqo>

Or by phone: 413-338-0513 PIN: 554 761 741#

Meeting materials: <http://www.earlychildhoodcolorado.org/meeting-information>

AGENDA

Meeting Objectives:

- Approve the June 24, 2021 Meeting Minutes
 - Welcome New Commissioners
 - Evaluate and Consider Early Childhood Council of Larimer County Waiver Updates
 - Discuss Department of Early Childhood Transition Plan and the Universal Preschool Recommendations Next Steps
 - Consider ECLC Subcommittee Structure, Updates to Charters and ECLC Bylaws
 - Approve the Early Childhood Workforce Development Subcommittee Higher Education Co-Chair Nominee
 - Review recent findings on Engaging Colorado's Family, Friend and Neighbor Child Care Providers in Early Childhood Systems
 - Hear from the Early Childhood Community during Public Comment
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| 9:30-9:35am | Welcome and Approve Minutes (Susan Steele) <ul style="list-style-type: none">• ACTION: Approve the June 24, 2021 Meeting Minutes• REVIEW: State Agency Written Updates on Website |
| 9:35-9:50am | Welcome New Commissioners! (Susan Steele) |
| 9:50-10:00am | Business Meeting (Susan Steele) <ul style="list-style-type: none">• Christina Taylor - CEO, Early Childhood Council of Larimer County• ACTION: Consider Early Childhood Council of Larimer County Waiver Amendment Request |
| 10:00-11:25am | Department of Early Childhood Transition Plan and Universal Preschool Recommendations (Tom Massey) <ul style="list-style-type: none">• Review HB21-1304 Legislation• Review Pre-Reading Materials and Stakeholder Feedback• Discussion of Program Movement |
| 11:25-11:30am | Break |
| 11:30-11:45am | Public Comment (Tom Massey) |

- 11:45-11:50am ECLC Subcommittee Structure, Charter Updates and ECLC Bylaws (Pamela Harris)
- ACTION: Approve Subcommittee Charter [Reauthorizations](#) and [ECLC Bylaws](#)
- 11:50-12:00pm Early Childhood Workforce Development Subcommittee Co-Chair (Pamela Harris)
- ACTION: Approve Diana Schaack as Higher Education Co-Chair
- 12:00-12:10pm Governor's Office Updates (Scott Groginsky)
- 12:10-12:25pm Engaging Colorado's Family, Friend and Neighbor Child Care Providers in Early Childhood Systems (Katie Danna-Poston, Project Manager, Early Milestones Colorado)
- 12:25-12:30pm Co-Chairs' Next Steps, Final Thoughts and Adjourn (Pamela Harris)
- See Below for Additional Meeting Dates

ECLC 2021 Meeting Schedule

- August 26, 2021
- September 23, 2021*
- October 28, 2021
- November 10, 2021*
- December 16, 2021
- January 11, 2022*

***Please note, ECLC meetings have been added for September 23, November 10, and January 11**

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

The next ECLC Meeting will be held on September 23, 2021 from 1:00 to 4:00pm.

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



Early Childhood Leadership Commission June 24, 2021 ~ 9:30 am - 12:30 pm

MINUTES

Meeting Objectives:

- Approve the April 22, 2021 Meeting Minutes
- Discuss Department of Early Childhood Transition Plan and the Universal Preschool
- Recommendations Process and Next Steps
- Learn about State Agency Legislative Updates
- Listen to recent work of the ECLC Subcommittees
- Hear from the Early Childhood Community during Public Comment

Attendees: Happy Haynes, Pamela Harris, Tom Massey, Susan Steele, Rachel Hutson, Kate Reinemund, Adeeb Khan, Angie Paccione, Heather Craiglow, Ida Rhodes, Jai Scott, Melissa Colman, Sue Renner, Jehan Benton-Clark, Ryan Beiser, Mary Alice Cohen, Kristina Heyl

Welcome, Introductions & Approve Minutes

Tom Massey called the meeting to order at 9:32 am and asked for a motion to approve the April 22, 2021 meeting minutes. Pamela Harris motioned to approve the minutes as drafted, Kate Reinemund seconded the motion, and the minutes were approved unanimously.

Business Meeting

Tom asked the Commissioners to review the [written waiver update](#) from the Rocky Mountain Early Childhood Council.

Honoring Dr. Rebecca Kantor

Tom reflected on Dr. Rebecca Kantor's recent passing and her passion and dedication to early childhood in Colorado. Kristie Kauerz, Rebecca's colleague and friend from the University of Colorado Denver, shared that school faculty and members of the School of Education and Human Development are working on a larger scale, more durable memorial for Rebecca, including the possibility of a Kantor Center of Excellence. Kristie also shared that Rebecca's family is grateful for the outpouring of messages and condolences. Several Commissioners shared their memories and spoke of their great respect for Rebecca, her hard work, enthusiasm and optimism.

Department of Early Childhood Transition Plan and Universal Preschool Recommendations

Pamela informed the group that the Commission will likely move to monthly meetings as work to develop plans for the new Department of Early Childhood begins. All transition meetings are open to the public, and Commission members are encouraged to participate.

Next, Pamela introduced Watershed Advisors, a consultant group helping to guide the transition planning process. Jessica Baghian, a principal at Watershed, described her team as a consultancy that focuses on helping government implement big ideas, with a focus on early childhood governance, K-12 academics, and post-secondary transitions. Recently, they worked on the unification of early childhood programs in Louisiana. Currently, their goal is to add capacity and support for the early childhood transition process in Colorado. Jessica expressed gratitude to the co-chairs for their collaboration.

Kristina Heyl gave a brief overview of Proposition EE, which established funding for a new, voluntary universal preschool program beginning in 2023. The ECLC recognized this as an opportunity to improve the whole early childhood system to better serve children and families and recommended the creation of a new Department of Early Childhood. [House Bill 21-1304](#) was signed into law creating the new agency effective July 1, 2022. The new department will align and streamline systems, funding and programs; position

universal preschool to equitably provide services to low-income children while expanding access for all preschool-age children in Colorado; elevate early childhood to Governor's Cabinet status to ensure it remains a priority; improve the quality of care and education and bolster the early childhood workforce; and better define what high-quality, age appropriate care and education looks like for teachers and children. The department will provide high-quality, voluntary, affordable early childhood opportunities for all young children in Colorado; establish state and community partnerships; ensure parents and communities are prioritized; unify the administration of care; and improve outcomes for children and families.

The ECLC has a significant role in the transition planning process and must approve a plan for the new department by November 15, 2021, two weeks after receiving the plan from the Governor's office (on behalf of the Transition Working Group) on November 1, 2021. The plan must cover a variety of aspects such as governance and structure; mission, vision and values; fiscal structure; recommendations for opportunities to align funding sources; and a timeline for completing key transition activities. The ECLC will also be responsible for approving recommendations for the new universal preschool program. These recommendations are due to the ECLC by January 1, 2022.

Kristina walked the group through a flow chart describing how roles and responsibilities are delegated to specific groups. The Transition Working Group (TWG), comprised of leadership from the Governor's office, ECLC, and several state agencies, will act as a steering committee and will be responsible for writing the transition plan. The Transition Advisory Group (TAG), a diverse group of more than 50 members called for by the legislation, will advise and provide recommendations to the Transition Working Group. The Transition Advisory Subgroups, made up of early childhood stakeholders, will provide input and feedback to inform the work of the TAG and TWG. The legislation also requires the creation of a Special Education Subgroup to focus specifically on how to improve early childhood special education services. Information will move continuously through these channels up to the TWG to ensure constant progress over time. Kristina shared high-level planning and stakeholder engagement timelines.

Next, the group watched a [brief video](#) on developing mission and vision statements. Pamela walked through a few examples of mission and vision statements from the New Mexico Department of Early Care and Learning, the Office of Early Childhood, and the ECLC. The group reviewed the ECLC Guiding Principles and a draft of mission and vision statements for the new department. There was discussion around switching the drafted mission and vision and shortening the wording to be more concise and specific as to why it is essential for the new department to exist. The group also discussed avoiding using transition language, but rather considering the department in action a few years from now. Suggestions also included considering how department employees will respond to the mission and vision and using action-oriented language. The draft will be a starting place for the Transition Advisory Group and Transition Working Group to build on. As a next step, changes will be made in response to the group's comments, and the updated draft will be sent around for approval before being shared with the TAG and TWG. Members of the Communications Subcommittee also volunteered to help finalize the draft.

Kristina explained that she and the ECLC Co-Chairs are working on seating members of the Transition Advisory Group and Special Education Subgroup including diverse representation as determined by the legislation. Almost 600 people have applied to join these groups. All meetings will be open to the public for participation, and all meeting materials, recordings, notes and a [feedback form](#) will be available on the ECLC Transition webpage at www.earlychildhoodcolorado.org/transition to ensure transparency and accountability. In July, the ECLC will host a cross-agency kick-off webinar, and the TAG and Subgroups will have their first meetings. transition information can be found. The group discussed the challenge of facilitating meetings with large numbers of participants and potential options.

Commissioner Updates and Public Comment

Naomi Steenson, Program Director for the Child and Adult Care Food Program (CACFP), explained that the CACFP is a federally funded program that reimburses licensed early child care centers, family child care homes, before and after school programs and others for serving nutritious meals and snacks. The U.S.

Department of Agriculture has issued a number of [waivers](#) during the Covid-19 pandemic making it easier for operators to provide meals to people in need. The CACFP also participates in the Preschool Development Grant Quality Nutrition Work Group which works to expand access to quality nutrition for underserved and vulnerable children. Together they developed a [brochure](#) for family child care homes, also available in [Spanish](#) and [Arabic](#) and is available on the [CACFP website](#). Naomi asked for people to please share this brochure with providers and partners in their networks.

Amanda Mountain, President and CEO of Rocky Mountain Public Media, spoke to the group next. Amanda shared that education is a critical part of her organization's mission, and that they have an extensive outreach to families and caregivers. Thousands of families use their content to supplement and improve the education of their young kids, they have a very high level of engagement from their audience, and they hope to create partnerships to ensure the families who trust Rocky Mountain PBS have reliable information about the resources they can access in their communities. Rocky Mountain Public Media would love to help answer parent questions about the changes to preschool in the coming years.

Bruce Atchison thanked the ECLC for their hard work and shared his thoughts and recommendations for the early childhood transition planning process.

Taran Schneider, Executive Director of Health Child Care Colorado (HCCC), shared two updates with the Commission. The Pyramid Plus Center has completed the transition from The University of Colorado to Health Child Care Colorado. They recently hosted a [webinar](#) to share updates and direction for the future including data on Pyramid work in Colorado. In addition, HCCC will now be the Early Childhood Mental Health Consultation Network HUB. Taran shared a [blog post](#) where people can learn more. Finally, HCCC, in partnership with the Office of Early Childhood, will also be publishing a report this July around the impact of the CARES Act funding and how it was used for early childhood mental health analysis as well as a workforce gap analysis.

Governor's Office Updates

Scott Groginsky from the Governor's Office discussed the signing of House Bill 21-1304 to establish a planning process for the new Department of Early Childhood and universal preschool program, as well as [Senate Bill 21-236](#) which will expand the state's capacity for child care and early education and what these new laws entail.

Scott thanked Commission members and ECLC staff for their role in the stakeholder engagement and planning process, and he thanked the ECLC for their recommendation for a new department, as it was instrumental in moving the legislation forward. He also thanked the Watershed Advisors for their facilitation and project management. Scott reminded the group of the transition plan requirements called out in the legislation. Additionally, while the fiscal note for House Bill 21-1304 provides funding to support staffing capacity for the transition process, the Governor's Office is also developing a grant proposal for the New Venture Fund to compliment the work. It would provide funds over 3 years adding to the planning and implementation of the department and the first year of universal preschool.

Scott also shared that the Governor's Office is in the process of updating their goals, strategies and measures on early childhood workforce and facilities across several state departments. Scott discussed several new bills that passed during the legislative session to support the Governor's priorities including [House Bill 21-1222](#) and [House Bill 21-1274](#). He also expressed great appreciation for the Home Visiting Investment Task Force.

Legislative Session Overview and State Agency Updates

The group briefly reviewed a [legislative overview](#) of early childhood related bills that were introduced this legislative session, compiled by Colorado Children's Campaign, including Bill Jaeger and Riley Kitts.

Colorado Department of Public Health and Environment

The Colorado Department of Public Health provided a [written update](#) available to read on the ECLC website.

Colorado Department of Health Care Policy & Financing

Tom Massey shared that the Department of Health Care Policy and Financing had a part in 58 bills during this legislative session. Five bills came directly from their department, all of which passed. Additional [written updates](#) for this department are available on the ECLC website.

Colorado Department of Education

Melissa Colman described a bill redefining responsibilities for Part C Child Find Early Intervention evaluations. Additionally, the Board of Education took action at their June meeting to require a licensing exam for students in early childhood education higher education programs. Students will now be required to pass the Teaching Reading Elementary Practice 5205 exam.

Colorado Department of Higher Education

The Colorado Department of Higher Education provided a [written update](#) available on the ECLC website.

Colorado Department of Human Services - Office of Early Childhood

Mary Alice Cohen discussed additional House Bill 21-236 funding details and how the Office of Early Childhood (OEC) has begun to develop and prioritize implementation strategies through focus groups with key content experts and surveys. They plan to have a town hall to share this spending plan and strategies. The OEC is also hiring a facilitator for a design lab comprised of employers and experts from the field to help employers lift up new on-site child care.

Mary Alice also discussed the [Safe Child Care Task Force](#), a group of statewide experts tasked with developing recommendations for reforms in child care settings, raising awareness of high-quality care for families including licensed and unlicensed options, and finding ways to inform local laws and regulations by looking at national best practices. Everyone is welcome to join the meetings which are posted on the OEC website. Mary Alice also invited people to learn more the OEC's Safe Sleep campaign, [Safe Sleep Is For Every Baby Everywhere](#) and to share information using toolkits in [English](#) and [Spanish](#).

The OEC is also forming a Family Voice Council with parents and caregivers from birth through age 8 who will help inform all of the work of the OEC. The council will be open to all departments and partners.

ECLC Subcommittee Updates

Communications Subcommittee

Tom Massey updated the group on the most recent Communications Subcommittee meeting including conversations around the Safe Child Care Task Force, the 2021 Communications Plan, and how the Subcommittee can promote communications for the early childhood transition planning process to ensure the appropriate information is reaching the necessary audiences. The Subcommittee has also been providing feedback to AnLar on the development of the OEC's new parent-facing HUB website.

Data Subcommittee

Kate Reinmund reminded members of the [2021 Areas of Opportunity Indicators Report](#), [Executive Summary](#) and [Social Media Toolkit](#). She asked for partners to share the report with their networks.

Early Childhood Workforce Development Subcommittee

Heather Craiglow introduced Paula Smith and asked the Commission to vote to approve Paula as the new Early Childhood Workforce Development Subcommittee Provider Co-Chair. Heather motioned to approve Paula as the new ECWD Co-Chair, Pamela Harris seconded the motion, and Paula was approved unanimously and with enthusiasm. The Subcommittee Co-Chairs will begin an application process to fill the other vacant co-chair spot soon.

Additionally, two teams of members of the Subcommittee applied for a technical assistance training opportunity with the Colorado Workforce Development Council focusing on career pathways and credentialing attainment for higher education and recruitment of a diverse workforce. Both teams were accepted for the program. These teams will bring information back to the Subcommittee to create informed work products to share broadly. A [written update](#) for the Subcommittee is available on the ECLC website.

Program Quality and Alignment Subcommittee

Ida Rhodes and Kendra Dunn presented on the work of the [Home Visiting Investment Task Force](#) and the [Home Visiting Strategic Plan and Recommendations](#). The Task Force had been meeting from November 2020 through April 2021. The Task Force goal is to provide home visitation services to an additional 1,700 families in the next 5 years. During their meetings, the Task Force spent time defining home visiting and examining the current landscape. While there are some services in all 64 counties, they believe home visiting services currently only reach 3-8% of families that desire or could benefit from the programs. The majority of home visiting funding, 72%, comes from the state, which makes Colorado unique. They hope to continue to grow funding from all sources. The Task Force worked in 6 smaller subgroups, and also convened English and Spanish parent focus groups and distributed a parent survey. Parents indicated home visiting services provide knowledge on child development and health, skills to prepare children for school, and assistance to help parents better communicate with their kids. Next, Ida reviewed the strategies developed by each subgroup of the Task Force. The ECLC will oversee the implementation of the strategic plan over the next 5 years under the Program Quality and Alignment Subcommittee. Ida Rhodes, on behalf of the Task Force, motioned for the ECLC to endorse the plan. Pamela Harris seconded the motion, and the plan was endorsed unanimously. Tom Massey motioned to reauthorize the Home Visiting Investment Task Force as a working group under the Program Quality and Alignment Subcommittee for an additional year. Happy Haynes seconded the motion, and the Task Force was reauthorized unanimously.

Thank You Outgoing Commissioners!

Susan and Kristina thanked outgoing commissioners for their active participation and wonderful work with the Commission. They were invited and encouraged to continue to engage with the Commission and its Subcommittees.

Next Steps, Final Thoughts and Adjourn

The meeting was adjourned at 12:30 pm.

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Update to the Early Childhood Leadership Commission August 2021

Preschool

CDE continues to participate in and contribute to the important early childhood agency committees. This is a high priority for the department, with staff at all levels in the organization deeply involved in the work. CDE's Preschool team has launched the new year of the Colorado Preschool Program to support another year of this successful program. The 2021 legislative report can be found here: <http://www.cde.state.co.us/cpp/2021cpplereport>.

School Readiness

The School Readiness team in the P – 3 Office has released resources to support transitions and planning for kindergarten on its webpage: <https://www.cde.state.co.us/schoolreadiness/kindergartenresources>. The resources include Kindergarten Bridge Programming in alignment with extended learning opportunities and federal COVID relief fund usage, and kindergarten enrollment.

The team also released a resource to support school improvement planning in early learning: <https://www.cde.state.co.us/early/elna>.

Also, the department's Kindergarten School Readiness Assessment guidance has been updated and can be found at: <https://www.cde.state.co.us/schoolreadiness/assessment#support>. The P – 3 Office will host upcoming webinars for kindergarten school readiness and support current preparation for changes in kindergarten school readiness data collection.

Federal COVID Education Relief Funding

CDE is in the process of finalizing its state plan for the third round of federal COVID education relief funding. The most recent iteration, the American Rescue Plan, added \$123 billion to the Elementary and Secondary Education Relief (ESSER) fund in emergency pandemic relief aid for K-12 schools nationally. Colorado will receive almost \$1.17 billion under the new legislation and, like the previous recovery bills, 90% of the funding will flow to districts through the Title I formula with 10% set aside for state-level priorities. ESSER III has a heavy emphasis on addressing the learning impacts of COVID-19 by requiring local education agencies to use at least 20% of funding for this purpose including interventions, summer programming, and after-school opportunities.

This week, the State Board of Education is voting on the broad plan for state level funding.

Colorado Department of Public Health and Environment Updates for ECLC August 2021

Maternal and Child Health Program

One of the Maternal and Child Health (MCH) Program 2021-2025 priorities is to increase economic mobility for the MCH population. A strategy to support this includes promotion of the child tax credit. The MCH program is currently working closely with the Governor's Office, Colorado Department of Human Services, Colorado Department of Health Care Policy and Financing, and Colorado Department of Revenue to coordinate Colorado's approach to expanding access to the child tax credit. MCH staff will be presenting the work happening in Colorado on a tax credit webinar on August 24 at 2:00pm, hosted by the Catalyst Center, the National Technical Assistance Center for Health Care Financing and Coverage for children and youth with special needs, for a webinar explaining the expanded child tax credit and the role that Title V and Family Leader organizations might play in assisting families access this credit. For those interested, register [here](#).

Division of Environmental Health and Sustainability

CDPHE and local public health agencies have started to resume onsite health inspections. In regard to COVID-19, child care facilities should follow any local public health orders in place, [CDPHEs Practical Guide for Operationalizing CDC's School Guidance](#), and CDCs [COVID-19 Guidance for Operating Early Care and Education/Child Care Programs](#).

Oral Health Unit

In the early months of the COVID-19 pandemic, Head Start National Center on Health, Behavioral Health, and Safety issued guidance to suspend toothbrushing in the classroom. On August 19, 2021, the ECLKC guidance was updated: [Toothbrushing in Head Start Programs During the COVID-19 Pandemic updates](#) and corresponding CDC [information webpage](#).

Colorado Department of Health Care Policy & Financing
August 2021

Through Health First Colorado and CHP+, HCPF is now providing coverage and services to more than 1.5 million Coloradans, a 21% increase since March 2020. Thank you for your partnership in providing critical services to Coloradans in need.

Health First Colorado is the primary insurer for more than 40% of Colorado births. As such, in September we are releasing a first-of-its-kind report on Health First Colorado Maternity Health and opportunities to address disparities.

Please join the Department, policy leaders, advocates, and providers for a presentation about the report findings and panel discussion on improving maternal health outcomes and addressing health disparities.

Date: Wednesday, Sept. 15

Time: 1 to 2:30 p.m.

Location: Online Zoom Room

Register in advance for this webinar:

https://zoom.us/webinar/register/WN_hDRLE-lORkuFc-dM1KoD3w

After registering, you will receive a confirmation email containing information about joining the webinar.

Meeting Accommodation and Language Access Notice: Auxiliary aids and services for individuals with disabilities and language services for individuals whose first language is not English may be provided upon request. Please notify [Trish Grodzicki](#) or the [504/ADA Coordinator](#) at least one week prior to the meeting to make arrangements.



ECLC: CDHE Updates

August 2021

CDHE is actively engaged in the transition planning for the new department of early childhood with the Director of ECE Workforce Policy as a member of the Transition Advisory Group. Additionally, CDHE is implementing a number of legislated initiatives that provide opportunities for increased access to degree pathways for all college students, including ECE teachers:

[HB20-1002 Concerning a Statewide Plan for Awarding College Credit for Work-Related Experience](#)

Establish a plan to award transferable credit for work-related experience:

- “Work-related experience” is defined in statute as experience “that may lead to or result in a business credential, an industry credential, a technical certificate, or a professional license”
- The plan is to be developed by the General Education Council in collaboration with the Commission, with a due date of January 1, 2022

This plan provides a potential opportunity for the CDA to be recognized for college credit in Colorado.

[SB21-236 Increasing the Capacity of Quality Early Childhood Education Through Grant Programs](#)

CDHE is partnering with OEC staff on a distribution plan for scholarships toward ECE coursework

[HB21-1330 Student Success in Obtaining Postsecondary Credentials](#)

- *Colorado re-engaged initiative (CORE)* will help eligible students at universities receive associate degrees if they drop out of a bachelor’s degree program before finishing.
- *Colorado Opportunity Scholarship Initiative (COSI)* received \$46.5 million to expand its Finish What You Started (FWYS) program. The funds will be allocated to public institutions of higher education to focus on providing indirect and direct support to undergraduate, in-state students who:
 - Earned some postsecondary credits from a public/private higher education institution but did not complete a credential before deciding not to enroll for two or more consecutive semesters; or
 - Were admitted to a public institution of higher education as a first-time student for the 2019- 2020 or 2020-2021 academic year but did not enroll at any institution for the 2020-2021 academic year.
- *The Student Success and Workforce Revitalization Task Force* will study and make recommendations on the role and mission of institutions of higher education in the state in providing effective and efficient workforce development. The task force will submit a report of findings and recommendations by December 15th, 2021, to the Commission and to the education committees of the Colorado General Assembly.

[SB21-185 Supporting the Educator Workforce in Colorado](#)

- *Teaching Career Pathway* will design a career pathway for students to enter the teacher profession. The Teaching Career Pathway must connect school districts, local district colleges, community colleges, and four-year institutions of higher education with adult programs and may allow a student to earn income while progressing along the career pathway.
- *Teacher Recruitment Education and Preparation Program (TREP)* includes the following objectives:
 - Increase the number of students who enter the teaching profession
 - Increase the percentage of students who participate in postsecondary educator preparation programs, especially among low-income and traditionally underserved populations
 - Create a more diverse teacher workforce to reflect the ethnic diversity of the state
 - Decrease the amount of time that is required for a student to complete a postsecondary educator degree or certificate, and
 - Increase opportunities to participate in the teaching career pathway

The Director of ECE Workforce Policy will collaborate closely with other CDHE staff to identify opportunities to include ECE teachers in these initiatives.



COLORADO

Office of Early Childhood

Department of Human Services

Federal Stimulus Funding

The Office of Early Childhood's strategies for American Rescue Plan (ARP) Act funding are currently moving through final approvals with the Governor's office. Once final approval is received, the Office will host a public town hall to share these strategies. Additional town halls will be hosted after the initial event to dive deeper into specific strategies, to help child care providers and other stakeholders learn more about applying for funds.

Home Visiting Investment Plan Report

The Office of Early Childhood was thrilled to host a small gathering on August 17 to celebrate the release of the [Colorado Home Visiting Investment Plan Report](#). The report recommends changes to home visiting services in Colorado in order to improve outcomes for families.

Safe Child Care Task Force

The Office of Early Childhood created the Safe Child Care Task Force to bring together statewide experts to address tragic deaths in child care facilities that are caring for too many children and breaking the law. The task force has completed all planned meetings, and a report of recommendations and next steps from the task force is currently being prepared and will be released next month.



Early Childhood Council Waiver Request Recommendation from ECLC Waiver Review Subcommittee

Early Childhood Council Name: Early Childhood Council of Larimer County	Waiver #: 18-01 Amendment
CDHS Staff: Teresa Ribble	Date: 8/23/2021
ECLC Waiver Review Subcommittee: Susan Steele, Heather Craiglow, Jeanne McQueeney	
Recommendation to ECLC: Approve the amendment to allow for up to 4 Provisional Early Childhood Teachers at large centers, with the additional criteria that no more than 50% of a particular age of classrooms, excluding infant classrooms, have a P-ECT of any sort.	

1. Summarize Waiver discussion:

[Waiver #18-01](#) (P-ECT) allows Child Care Centers and Preschools, which meet specific conditions, to be allowed to hire people into an Early Childhood Teacher (ECT) position who have certain education or experiences but have not yet met all of the ECT qualifications and allows them a period of up to 12 months to complete all ECT requirements. During this time, the center(s) provide additional supports, such as increased observations and reflective supervision. The waiver was initially granted on 8/13/18 for a period of 18 months, and extended an additional 2 years. The Waiver Review Subcommittee met on August 13, 2021 to discuss the request to amend the waiver #18-01. Representatives from Early Childhood Council of Larimer County and Colorado Department of Human Services (CDHS) were present.

The Early Childhood Council of Larimer County shared the success that they have seen with the Provisional-Early Childhood Teacher (P-ECT) waiver, noting that with the significant workforce challenges related to the global pandemic, there has been more interest in utilizing this strategy to support programs and serve families. Overall, 12 P-ECTs have participated, and 4 are currently active. The Council approached the ECLC with a request to amend the current waiver to increase the cap of 2 P-ECTs allowed within a program, particularly for large programs. They are proposing the following:

Larimer P-ECT Waiver: Accessibility by Program Size		
0-5 Classrooms	2 P-ECT Maximum	At least 1 FTE for Supervision (Director or Asst. Director)
6-8 Classrooms	3 P-ECT Maximum	At least 1.5 FTE for Supervision (Director or Asst. Director)
9+ Classrooms	4 P-ECT Maximum	At least 2 FTE for Supervision (Director or Asst. Director)

*A supervisor may not supervise more than 2 P-ECTs at any given time.

*Maximum of 50% P-ECTs per age group



The Colorado Department of Human Services - Office of Early Childhood recognizes the need to allow more pathways, given the significant workforce challenges. They are recommending no more than 50% of the following particular age of classrooms (toddler, preschool, or school age) have a P-ECT of any sort after review of any submitted traditional waiver requests and the 2 CDA-PECT alternate pathway routes. For example, if there are two toddler classrooms, there should only be 1 P-ECT of any sort. The department is supportive of increasing the total amount within an entire program based on the chart above.

2. Recommendation from ECLC Waiver Review Subcommittee:

The Waiver Review Subcommittee discussed the need for teachers and the excitement that this has been a valuable support for the families and programs in Larimer County. The members are recommending that the proposed change be made to the current waiver to allow for up to 4 P-ECTs based on number of classrooms with the additional criteria that no more than 50% of a particular age of classrooms, excluding infant classrooms, have a P-ECT of any sort. ECCLC will add a question to their form to inquire if the program is participating in any other type of P-ECT opportunity, and CDHS-OEC will continue to track the P-ECTs within each program.

TO BE COMPLETED AT NEXT FULL ECLC MEETING

Date of ECLC Meeting:
ECLC Waiver Decision and Conditions:



BYLAWS OF THE EARLY CHILDHOOD LEADERSHIP COMMISSION

ARTICLE I. PURPOSE

Section 1- Name

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

Section 2- Purpose

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

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

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

Statewide leader

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

Subject matter expert

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

Communicator and connector

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

ARTICLE II. ESTABLISHMENT OF ECLC

Section 1- Legislative Declaration

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

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

ARTICLE III. DUTIES AND FUNCTION OF ECLC

Section 1- Duties

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

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

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

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

Section 2- Staff Duties

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

ARTICLE IV. MEMBERSHIP

Section 1- Composition of Voting Members

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

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

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

The commissioner of education or his or her designee;

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

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

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

Section 2- Appointment and Terms of Membership

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

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

Section 3- Termination of Membership

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

ARTICLE V. COMMITTEES

Section 1- Appointment of Committees

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

Section 2- Definitions

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

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

Section 3- Formation and Membership

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

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

ARTICLE VI. MEETINGS

Section 1- Meeting Schedule

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

Section 2- Voting Procedure of Meetings

Records will be kept of motions made, moving and seconding members, abstentions and votes taken. Whenever possible, consensus shall be used as the operational decision making process. However, the rules contained in the most current edition of *Robert's Rules of Order, Revised*, shall govern all Commission meetings except in instances of conflict between the rules of order and the provisions of law. A simple majority of the voting members of the Commission constitute a quorum for the transaction of business. Members who cannot attend a meeting in person may teleconference and be considered present and part of the quorum.

Section 3- Colorado Open Records Act

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

Section 4- Colorado Open Meetings Law

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

ARTICLE VII. MEETING PROCEDURES

Section 1- Meeting Materials

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

Section 2- Public Comment Procedures

Individuals may contact ECLC staff prior to a meeting to request time during the public comment period; a sign-up sheet will also be provided at the start of each meeting for stakeholders and members of the public to register their request to offer public comment during the meeting. Each speaker may take up to five (5) minutes to make his or her comments. This time constraint may be modified by the ECLC co-chairs. If the public comment period ends before all parties have had a chance to speak, ECLC staff will add the names of speakers to the following ECLC Meeting agenda.

Section 3- Presentations

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

Section 4- Key Communications

The ECLC will discuss key communications and policy-making decisions during the Commission's open meetings. ECLC staff will work with the ECLC co-chairs to finalize communications on behalf of the

Commission. A Commission member can communicate that they are representing the Commission only when the Commission has authorized the individual's representation.

ARTICLE VIII. CONFLICT OF INTEREST

Section 1- Policy

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

ARTICLE IX. ANNUAL REVIEW AND AMENDMENTS

Section 1- Review

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

These bylaws are approved on ~~February 27, 2020~~ August 26, 2021 and supersede previous versions of polices and/ or bylaws adopted by the Commission.



ECLC Program Quality & Alignment Subcommittee

Subcommittee Charge:

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

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

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

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

ECLC Areas of Opportunity:

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

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

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

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

The PQA Subcommittee will achieve this Vision by:

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

Membership:

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

PQA Subcommittee Next Steps:

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

- Support Prenatal - 3rd grade Strategies and alignment across school and early childhood systems
- Manage the implementation of the Colorado Shines Brighter Statewide Strategic Plan

Duration:

- Subcommittee membership designated on August 26, 2021~~June 25, 2020~~ until ~~June, 2024~~August, 2022.



ECLC Communications Subcommittee

Subcommittee Charge:

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

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

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

ECLC Areas of Opportunity:

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

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

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

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

Key Principles of Communications Work:

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

Communications Subcommittee Next Steps:

- ECLC Approves Subcommittee and Membership
- Distribute the best practices resource document Communication Guidelines for Engaging with Parents and Caregivers
- Continue working on ~~an online platform~~ [the online *Early Childhood Colorado Framework website*](#) for sharing tools, resources and strategies to improve the coordination of communication efforts within Colorado
- Encourage all who connect with new parents to incorporate parent and caregiver engagement strategies and messages into their programs and outreach
- [Support the communications activities of the Colorado Shines Brighter Preschool Development Grant](#)
- [Continue to update and adjust the ECLC Communications Plan and implement the following tactics:](#)
 - [Implement content marketing strategies and calendar for the *Our Voice* newsletter](#)
 - [Provide mini grants to support technical assistance and public articles/videos highlighting best practices and effective communications strategies highlighted on the *Early Childhood Colorado Framework website* and resources.](#)
 - [Promote peer to peer learning opportunities for communicators in the early childhood space to convene, connect and celebrate good work at the provider/systems level related topics and resources on the *Early Childhood Colorado Framework website* including the \[ECLC Communications Guidelines\]\(#\).](#)
 - [Support evaluation of communication efforts through surveys and research to identify gaps in effective communication and messaging resources.](#)
- [Provide support for communication efforts around the early childhood transition planning process](#)

Membership:

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

Duration:

- Subcommittee membership designated ~~June 25, 2020~~ August 26, 2021 for one year, until ~~June~~ August, 20224.



ECLC Data Subcommittee

Subcommittee Charge:

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

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

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

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

ECLC Areas of Opportunity:

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

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

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

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

ECLC Data Vision:

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

The Data Subcommittee will achieve this Vision by:

- Serving as a Data Champion - encourage collection and use of data in decision making and policy development across all levels of early childhood systems
- Modeling Effective Use of Data - incorporate data as an essential component in all early childhood conversations and decisions
- Accumulating Information - obtain and share current information [relevant to ECLC priority areas and other subcommittees](#) from state agencies and other trusted data sources
- Building Data and Report Reference Library - create and maintain library of reports and resources [related to an early childhood outcomes areas](#)
- [Facilitating Connections](#) - create space for early childhood [data partners, researchers, and analysts data collectors](#) to connect, collaborate, and advance the use of data in decision making
- [Promoting Equity in Data - encourage equity, diversity and inclusion in data design, analysis, communication, and recommendations](#)

Membership:

- ECLC Members
- Parents/[Families](#)/Caregivers
- Early Childhood Programs with Data Efforts or Expertise
- Early Childhood Councils with Data [Interest](#), Experience or Expertise
- Data and Research Subject Matter Experts
- Statewide Early Childhood Organization
- Foundations/Philanthropic partners interested in Data efforts
- OEC, CDHS Strategic Operations
- CDPHE Data and Operations
- CDE Data and Operations
- HCPF Data and Operations
- Institutes of Higher Education
- EC Workforce 2020 Plan Representative
- [Health and Mental Health Representatives](#)
- [IT Solutions and Strategy](#)

Data Subcommittee Next Steps:

- ECLC Approves Subcommittee and Membership
- Review and disseminate trusted, publicly available early childhood data resources and reports on the Early Childhood Colorado Framework website
- Advance the data assets used to track the progress on the three ECLC Areas of Opportunity and monitor the progress of each area
- Advocate for the importance of school readiness data and cross-program participation in early childhood

Duration:

- Subcommittee membership designated on June 25, 2020- August 26, 2021 for one year, until June, 2021- August, 2022.



Early Childhood Workforce Development Subcommittee

Subcommittee Charge:

The Early Childhood Leadership Commission endorsed the Colorado Early Childhood Workforce 2020 Plan in June, 2017. The Early Childhood Workforce Development Subcommittee will leverage comprehensive, collaborative, and responsive leadership to achieve the vision of the EC Workforce 2020 Plan. The subcommittee will champion 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.

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

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

- (a) To identify opportunities for, and barriers to, the alignment of standards, rules, policies, and procedures across programs and agencies that support young children and to recommend to the appropriate committees of reference of the general assembly pursuant to part 2 of article 7 of title 2, C.R.S., and to government and nonprofit agencies and policy boards changes to enhance the alignment and provision of services and supports for young children;
- (c) To assist public and private agencies in coordinating efforts on behalf of pregnant women and children, including securing funding and additional investments for services and programs for children and their families;
- (e) To monitor the ongoing development, promotion, and implementation of:
 - (I) A quality, cohesive professional development and career advancement system;
 - (III) The sharing and use of common data for planning and accountability among early childhood programs;
- (f) To develop strategies and monitor efforts concerning:
 - (II) Increasing participation in and access to child care and early education programs.

ECLC Areas of Opportunity:

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

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

Goals of Colorado's Early Childhood Workforce 2020 Plan:

The EC Workforce 2020 Plan provides an ambitious three-year roadmap for a comprehensive professional development system designed to recruit, retain, compensate, develop and support a high-quality, diverse, early childhood workforce so Colorado's young children from birth through age eight and their families can thrive. The plan's 6 main goals include:

Workforce Development Goal: Cultivate the competencies of a highly-qualified, diverse early childhood workforce.

Recruitment and Retention Goal: Recruit and retain effective, qualified, and diverse early childhood educators.

Compensation Goal: Ensure worthy and livable compensation for the early childhood educators.

Leadership Goal: Leverage comprehensive, collaborative, and responsive leadership to achieve the vision of the EC Workforce 2020 Plan.

Finance Goal: Finance the early childhood professional development system through efficient coordination of funding, innovative financing models, and an informed and engaged public.

Data and Continuous Quality Improvement Goal: Continuously improve the effectiveness of the professional development system through the use of data.

The full plan can be found at www.earlychildhoodcolorado.org

Membership Sectors:

- Institutes of Higher Education: Community College Early Childhood, Four Year Early Childhood and Alternative Teacher Prep
- Early Childhood Professionals representing each of the following: Program Director, Educator and Family Home Care Provider
- For-profit Early Childhood sector
- Family, Friend & Neighbor care provider or representative
- State Agencies: Colorado Department of Higher Education, Office of Early Childhood, Colorado Department of Human Services (specific to CCDF State Plan, this needs to include Child Care Licensing and QRIS), Office of Early Learning and School Readiness, Colorado Department of Education (specific to CCDF State Plan, this needs to include Effective Educator System)
- Head Start
- Public School District
- EC Training, Coaching and Quality Improvement Providers
- EC Council and Resource/Referral Agency
- Early Intervention, Preschool Special Education and Colorado Preschool Program
- Family Engagement
- Home Visitation
- EC Mental Health
- Workforce Development

Meetings:

- Bi-monthly
- All meetings will be accessible/supported with a virtual meeting component

Early Childhood Workforce Development Subcommittee Next Steps:

- Early Childhood Workforce Development Subcommittee Chairs complete recruitment of members
- Early Childhood Workforce Development Subcommittee completes implementation plan for Colorado's EC Workforce 2020 Plan
 - Establish clearly-defined, shared terminology for different roles and different credentials
 - Explore relationships with Early Childhood Councils to develop professional learning communities to share effective strategies around recruitment, retention, and improving efficacy
 - Identify barriers and convene a roundtable to identify solutions to successfully recruit and retain people of color in leadership roles

- Explore relationships with Early Childhood Councils to develop Peer Learning Communities to share effective strategies around enhancing compensation, including wages and benefits
- Continue to ensure that this group is representative of all partners involved in early childhood workforce development in Colorado
- Continue to be a group that connects all early childhood workforce development efforts, including universal preschool, and map how those efforts relate to the EC Workforce 2020 Plan
- Create a plan beyond the EC Workforce 2020 Plan to address Colorado's early childhood workforce needs
- Be responsive and supportive of current trends and initiatives, such as the COVID-19 Pandemic response and the additional supports needed for the early childhood workforce.
- Presentations and Awareness of Data Efforts:
 - Routine progress updates to the Early Childhood Leadership Commission
 - Work with ECLC Communications Subcommittee to develop a communications and reporting process to document and share progress.

Duration:

The Subcommittee membership designated on August 26, 2021 ~~June 2020~~, for one year, until August, 2022. ~~June 2021~~.



Program	Description
Division of Early Learning Licensing and Administration (DELLA)	
Child Care Licensing	Child Care Licensing ensures child care programs, including preschools, child care centers and family child care homes, as well as children’s resident camps and school-age programs, meet health and safety standards and the developmental needs of children in care.
Background Investigation Unit	The Background Investigation Unit processes Colorado child abuse and neglect check requests and reviews the results of required state and federal criminal background checks for individuals working with children or in unsupervised contact with children.
Division of Early Learning Access and Quality (DELAQ)	
Colorado Shines Quality Rating and Improvement System (QRIS)	Colorado Shines is the statewide quality rating and improvement system for Colorado’s licensed early care and learning programs. Colorado Shines rates early learning programs and connects families with quality child care and preschool programs. It measures quality based on how a program supports its children, families and professionals.
Early Childhood Workforce and Professional Development	The Colorado Shines Professional Development Information System (PDIS) is a web-based system providing free and easy access to professional development courses and credentialing to the early childhood workforce. This system tracks training and education, provides high-quality online professional development, and helps individuals select a professional development path according to their competency level, professional development goals, job or role, and geographic location.
Expanding Quality in Infant and Toddler Care (EQ) Initiative	The Expanding Quality in Infant and Toddler Care (EQ) Initiative is a relationship-based professional development initiative designed to improve the quality of and access to the responsive, nurturing relationships that define quality in infant and toddler child care. This initiative delivers strengths-based and evidence-informed training and coaching through a distributed and annually

	certified Infant Toddler Specialist Network. Through professional development, the EQ Initiative increases infant toddler early care educators' responsive caregiving skills, reflective capacity, knowledge about infant and toddler development, and knowledge about good practice in infant and toddler child care.
Colorado Child Care Assistance Program (CCCAP)	The Colorado Child Care Assistance Program (CCCAP) provides subsidized child care benefits to low-income families that are working, searching for work, in school or training, or homeless. Families enrolled in the Colorado Works Program (TANF) can also access CCCAP.
Early Childhood Councils (ECCs)	Early Childhood Councils have a unique role within local communities to serve as an early childhood hub for partners, providers, caregivers, policymakers, and business leaders to coordinate, collaborate, and align resources. The Colorado General Assembly established Early Childhood Councils to positively impact services and supports for young children and their families. There are 34 Councils across Colorado, and funding for these flows through the OEC.
Division of Community and Family Support	
Colorado Community Response	CCR is a voluntary prevention program serving families who have been screened-out from child welfare as the allegations did not meet the statutory definition of abuse or neglect. The program serves priority populations that include families with children under the age of five, expecting parents, caregivers, and families facing multiple challenges that increase the risk for child neglect occurring. Sites can choose to serve other families if capacity allows.
Family Resource Centers	Family Resource Centers provide family support services to vulnerable families with children of all ages, including building protective factors to keep families strong, coordinated case management, resource referrals, and system navigation with the ultimate objective of increasing that family's well-being and economic stability.
Promoting Safe and Stable Families	The purpose of the Promoting Safe and Stable Families program is to enable States to develop and establish, or expand, and to operate a continuum of coordinated community-based family support services, family preservation services, time-limited family reunification services, and adoption promotion and support services. These Federal formula funds are awarded to counties to support community-based services to families based on their needs, regardless of their status with child welfare so families can be helped as early as possible. There are ten funding priorities, which include

	many of the other family support programs already listed: Intensive family case management, family engagement Meetings, Incredible Years Program, parenting education classes, fatherhood programs, respite care, Colorado Community Response (CCR), supports for families post adoption or permanency, parent peer support programs, and kinship navigation.
Incredible Years	Incredible Years encompasses three programs that work to reduce risk factors and increase protective factors by leveraging positive parent-child and teacher-child relationships to promote preschool-aged children’s social-emotional skills and prevent behavior issues that can lead to expulsion and suspension from early childhood programs.
Early Intervention	The Early Intervention program provides services for at-risk children from birth to their third birthdays. EI services assist young children with atypical physical, cognitive, communication, adaptive and social or emotional development. The goal of early intervention is to enable young children to be active and successful participants during the early childhood years and in the future in a variety of settings, in their homes, with their families, in child care, preschool or school programs and in the community.
Head Start	Head Start is a comprehensive early education program for children from at-risk backgrounds from birth to age 5. Head Start encourages self-sufficiency, healthy habits, early learning foundations and improved family relationships. These core skills and values prepare children for school entry and create healthier home environments.
Home Visiting Programs	Home Visiting programs include Safe Care, HealthySteps, Home Instruction for the Parents of Preschool Youngsters, Nurse Family Partnership, Child First, and Parents as Teachers. These programs, while each unique, all provide services to families in their home. These programs are supported and in part by the Federal formula funding for home visiting.
Early Childhood Mental Health	The Early Childhood Mental Health (ECMH) Specialists program provides ECMH consultation in early care and learning settings for children ages 0-6. The consultation builds the knowledge and skills of early care and learning providers, parents, and caregivers about the importance of relationships and interactions in the support of children’s social-emotional and developmental needs.
Fatherhood Program	Fathers who are over the age of 18 who have children or custody of children ages 24 years and younger are eligible for services. Priority populations will include male caregivers who are receiving government aid, living in rural areas, non-custodial and custodial single fathers, veterans, fathers without a high school diploma, unemployed fathers, and fathers re-entering after incarceration. There are three

	pillars of focus: healthy relationships, responsible parenting, and economic stability. Federal grant support seven local sites (most family resource centers) that offer a suite of services to fathers engaged in the program.
Child Abuse Prevention Trust Fund	The Fund focuses on efforts to strengthen families before the first occurrence of child maltreatment. It is currently supporting child sexual abuse prevention training to advance child sexual abuse prevention across the state through training, technical assistance, coalition building, and public awareness. Starting in 2022 the Trust Fund is statutorily designated to pool reimbursement from federal Title IV-E funds for Family First Prevention Services prevention services. These funds will be granted to increase capacity across the state to offer family support services listed on the family First Clearinghouse. The Governor’s Colorado Child Abuse Prevention Trust Fund Board will advise the program on the best use for the pooled funds.
Community-Based Child Abuse Prevention Program	The Federal formula funding for community based child abuse prevention supports strategies to keep families strong from the start so they don’t ever need to touch the child welfare system. The program funds counties to create local child abuse prevention plans and awards five year grants to some of these communities to implement parts of their action plans. The program also supports the Colorado Partnership for Thriving Families and other OEC parent voice efforts.

The Early Childhood Workforce Development Team sits within the [Educator Talent Division](#) at the Colorado Department of Education. The team's major projects are outlined below:

- **Workforce 2020 Plan:** Steward the implementation of Colorado's Early Childhood Workforce 2020 Plan
 - Co-lead the Early Childhood Leadership Commission's Workforce Development Subcommittee and partner with the Early Childhood Higher Education Partnership to connect higher education efforts with other state efforts

- **Early Childhood Professional Credential 3.0:** Manage the Early Childhood Professional Credential 3.0
 - Issue the EARly Childhood Professional Credential 3.0, manage the Credential 3.0 Appeals and Evaluation Committee, establish and maintain inter-rater reliability among reviewers, and provide data to stakeholders and partners about ECPC 3.0

- **Colorado Shines PDIS Help Desk:** Co-manage the Colorado Shines PDIS Help Desk with CDHS's Office of Early Childhood
 - Provide phone and email assistance to early educators about the PDIS

- **Colorado Shines Training Alignment Process:** Co-manage the Colorado Shines Training Alignment Process with CDHS's Office of Early Childhood
 - Guide early childhood trainers through the Training Alignment Process so that they can advertise and manage their training through the PDIS

- **COMING SOON:** Establish an early childhood career navigation unit
 - Provide career navigation to early educators to increase recruitment and retention

Thank you for joining! We will begin shortly.

ECLC

Early Childhood Leadership Commission

August 26, 2021

9:30 am - 12:30 pm

Google Hangouts



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



Welcome and Approve Minutes

Susan Steele

Welcome!

- ACTION: Approve the June 24, 2021 Meeting Minutes
- REVIEW: State Agency Written Updates on the [ECLC Website](#)

Meeting Objectives

- Approve the June 24, 2021 Meeting Minutes
- Welcome New Commissioners
- Evaluate and Consider Early Childhood Council of Larimer County Waiver Updates
- Discuss Department of Early Childhood Transition Plan and the Universal Preschool Recommendations Next Steps
- Consider ECLC Subcommittee Structure, Updates to Charters and ECLC Bylaws
- Approve the Early Childhood Workforce Development Subcommittee Higher Education Co-Chair Nominee
- Review recent findings on Engaging Colorado's Family, Friend and Neighbor Child Care Providers in Early Childhood Systems
- Hear from the Early Childhood Community during Public Comment

Welcome!

New ECLC Commissioners

Heather O'Hayre

Jacob Williams

Jasmin Ramirez

Leslie Nichols

Lucinda Burns

And Welcome Back Jeanne McQueeney!

Business Meeting

- Christina Taylor - CEO, Early Childhood Council of Larimer County
- **ACTION:** Consider Early Childhood Council of Larimer County Waiver Amendment Request



Department of Early Childhood Transition Plan
and Universal Preschool Recommendations
Co-Chairs

Review [HB21-1304](#) Legislation

New Department of Early Childhood

HB21-1304 calls for the new unified Department of Early Childhood in collaboration with other departments, providers, and the community to:

- Provide high-quality, voluntary, affordable early childhood opportunities for all children in Colorado
- Coordinate the availability of early childhood programs and services in Colorado to meet the needs of all families
- Establish state and community partnerships that provide for a mixed delivery of child care and early childhood programs
- Prioritize family and community input
- Maximize the efficient use of resources to ensure that parents, children, and early childhood program and service providers are prioritized with a low administrative burden
- Prioritize the equitable delivery of resources and supports for early childhood
- Unify programs to support a streamlined parent and provider experience

Universal Preschool by 2023

In November 2020, Colorado voters overwhelmingly passed a [proposition](#) to increase the state tax on nicotine and direct the funding to a **voluntary universal preschool program**. Under the program, beginning in 2023, all Colorado families, regardless of income, will have the opportunity to access **10 hours of early care and education per week**, per child, in the year prior to the child entering kindergarten.

Legislation Calls for the New Universal Preschool Program to:

- (a) Align existing funding for the Colorado Preschool Program.... and anticipated preschool funding from the preschool programs cash fund and incorporate the existing preschool program into the new preschool program to operate as a single state-level preschool and align with other relevant early childhood programs operated by the existing departments to achieve a streamlined preschool experience for children, families, and early childhood care and learning providers

Transition Planning Timeline

June 2021

HB21 -
1304
passed

July-Dec. 2021

TAG: Multiple meetings,
with more frequent
subgroup meetings
TWG: Weekly meetings
ECLC: Multiple
meetings

Nov. 1-Nov. 15, 2021

By Nov. 15, **TWG** submits
the approved plan to
other legislative
committees.

Jan. 1-Jan. 15, 2022

By Jan. 1, **TWG** submits
new preschool program
recommendations to
ECLC for approval by
Jan. 15, then to the
legislature. **Jan 2: Gov's
office** submits any
budget amendments.

July 1, 2022

**New
Department of
Early
Childhood is
launched**

By Nov. 1, 2021

Gov's office submits the transition
plan, developed by **TWG** with the
advice of **TAG**, as part of its 2023
budget request to the legislature.
Gov's office also submits the plan
to **ECLC** for approval.

By Dec. 1, 2021

TWG presents approved
transition plan to the Early
Childhood and School
Readiness Legislative
Commission.

2022 & 2023 Leg. Sessions

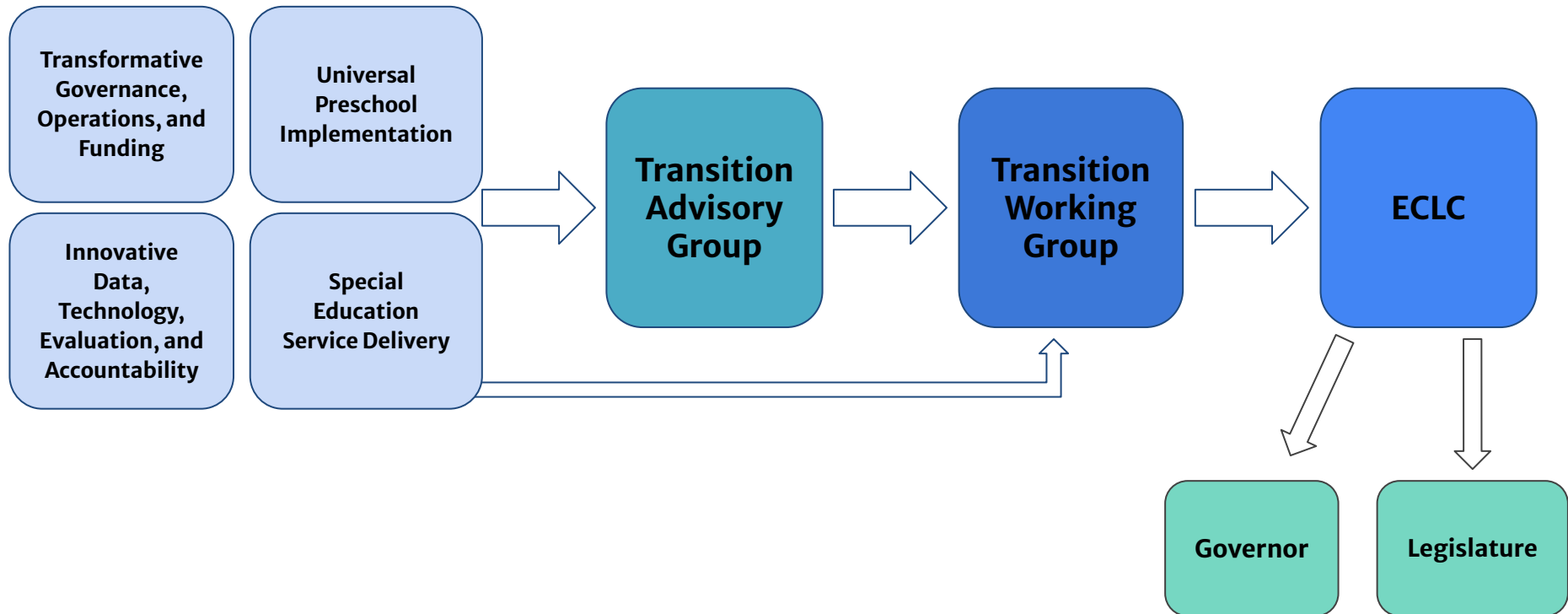
Legislature
considers laws
necessary based on
submitted plans.

By July 2023

Launch new
universal
voluntary
preschool
program.

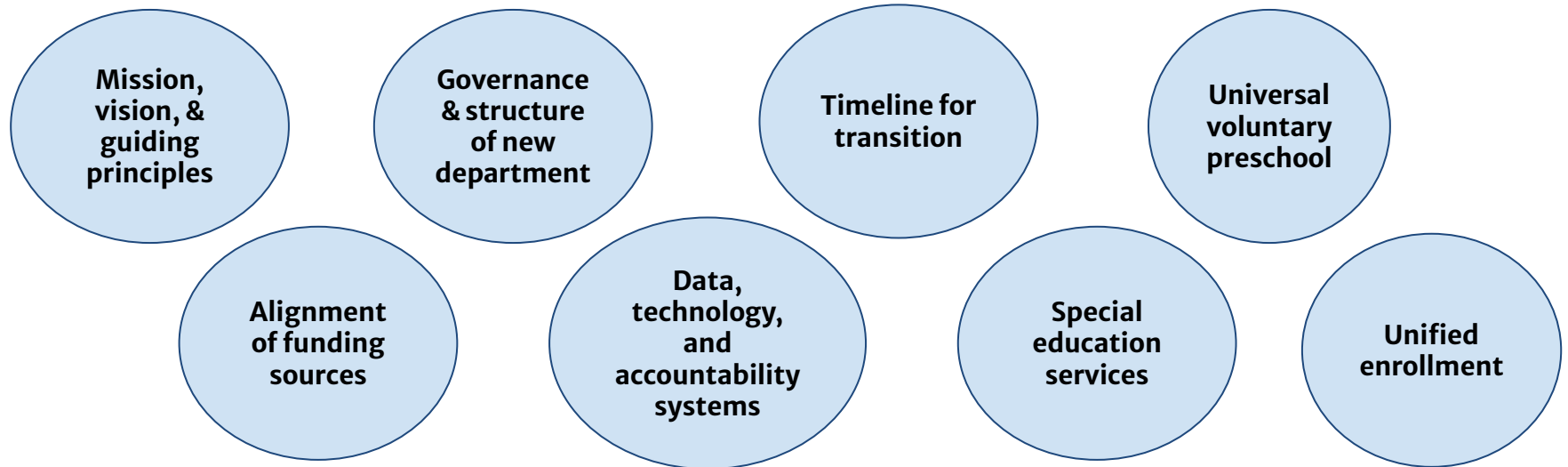
Transition Planning Process

Transition Advisory Subgroups offer insights to guide the creation of a transition plan to the new unified department of early childhood. Each group will offer recommendations from their perspectives or in their areas of expertise. This information will inform the Transition Advisory Group, Transition Working Group, and ECLC.



Transition Advisory Group Duties

Over the coming months, the **Transition Advisory Group** will convene to discuss ideas and recommendations for the transition plan to offer to the TWG, taking into consideration the work done in the topic subgroups, focus groups, town halls, and all other stakeholder engagement structures. Themes to be considered:



This will help render a plan for the new department and implementation of the new statewide, universal, voluntary preschool program that is robust, comprehensive, and centered on the children and families of Colorado.

Transition Working Group Duties

According to [HB21-1304](#), the Transition Working Group must:

“develop a transition plan for the coordination and administration of early childhood programs and services by the new department and the existing departments, including, to the extent necessary, the *transition of existing services and programs to the new department and alignment of programs and services in the new department with programs and services that remain in other departments.*”

ECLC Duties

[HB21-1304](#) calls on the ECLC to approve the transition plan **by November 15, 2021** after receiving the plan from the Office of the Governor.

[HB21-1304](#) calls for the the transition plan to include:

- The **governance and structure** of the new department;
- **Mission and vision** statements, as well as guiding values and principles for the coordination and administration of early childhood programs;
- The **fiscal structure** for the new department and the services provided and programs administered;
- **Aligning and combining funding** sources for early childhood services and programs;
- The **timeline** for completing key transition activities for the new department
- **Technology** required to support the new department
- Early Childhood **data systems strategies** to inform planning and support data-driven decision-making

[HB21-1304](#) also calls on the ECLC to approve recommendations for the new voluntary universal preschool program **by January 15, 2022**

Stakeholder Engagement

Interactive User-Focused Listening Sessions

- Program Providers, Parents/Families, and Members of the Early Childhood Workforce

Monthly Town Halls

- Provide early childhood stakeholders with updates about the transition planning process and opportunities to get involved

Monthly Newsletter

- [Sign up to receive these regular updates!](#)

Stakeholder Feedback Form

- Share your recommendations, input, questions or suggestions through this [Feedback Form](#)

Statewide Listening Tour

- Members of our team will travel across the state this fall to share progress on the plan and collect feedback

Review Pre-Reading Materials and Stakeholder Feedback

ECLC Guiding Principles

Colorado is committed to the following guiding principles in the development of the transition plan and universal, voluntary preschool recommendations:



Mission and Vision

Vision

All Colorado children, families and early childhood professionals are valued, healthy and thriving.

Mission

The Colorado Department of Early Childhood champions (or promotes) a comprehensive, community-informed, effective, high quality and equitable early childhood system that supports the care, education and well-being of all Colorado's young children, their families and early childhood professionals in all settings.

Values

- We value equity across the early childhood system and are committed to utilizing an equity-focused lens to drive priorities and decision making.
- We believe that formal and informal care environments can provide high quality, developmentally appropriate care and learning.
- We respect and appreciate the diversity and strengths of all of our communities in Colorado.
- We believe that accessibility to early childhood services considers affordability, cultural responsiveness, and parent choice.
- We value an innovative and expansive approach to our early childhood system.

Pre-Reading Materials

Office of Early Childhood Program Descriptions



Program	Description
Division of Early Learning Licensing and Administration (DELLA)	
Child Care Licensing	Child Care Licensing ensures child care programs, including preschools, child care centers and family child care homes, as well as children’s resident camps and school-age programs, meet health and safety standards and the developmental needs of children in care.
Background Investigation Unit	The Background Investigation Unit processes Colorado child abuse and neglect check requests and reviews the results of required state and federal criminal background checks for individuals working with children or in unsupervised contact with children.
Division of Early Learning Access and Quality (DELAQ)	
Colorado Shines Quality Rating and Improvement System (QRIS)	Colorado Shines is the statewide quality rating and improvement system for Colorado’s licensed early care and learning programs. Colorado Shines rates early learning programs and connects families with quality child care and preschool programs. It measures quality based on how a program supports its children, families and professionals.
Early Childhood Workforce and Professional Development	The Colorado Shines Professional Development Information System (PDIS) is a web-based system providing free and easy access to professional development courses and credentialing to the early childhood workforce. This system tracks training and education, provides high-quality online professional development, and helps individuals select a professional development path according to their competency level, professional development goals, job or role, and geographic location.
Colorado Child Care Assistance Program (CCCAP)	The Colorado Child Care Assistance Program (CCCAP) provides subsidized child care benefits to low-income families that are working, searching for work, in school or training, or homeless. Families enrolled in the Colorado Works Program (TANF) can also access CCCAP .

**See link for full list of descriptions

Pre-Reading Materials

Early Childhood Workforce Development Team Description

The Early Childhood Workforce Development Team sits within the [Educator Talent Division](#) at the Colorado Department of Education. The team's major projects are outlined below:

- **Workforce 2020 Plan:** Steward the implementation of Colorado's Early Childhood Workforce 2020 Plan
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- **COMING SOON:** Establish an early childhood career navigation unit
 - Provide career navigation to early educators to increase recruitment and retention

Pre-Reading Materials

[Colorado Preschool Program Website](#)

About the Colorado Preschool Program

The Colorado Preschool Program (CPP) is a state-funded early childhood education program administered by the Colorado Department of Education. Each year the General Assembly provides funding for up to 29,360 children considered to be at-risk for later school failure to attend half- or full-day preschool. CPP is managed by local school districts and their preschool advisory councils. Each participating school district is given a predetermined number of half-day positions to serve eligible children. These positions are used to serve preschoolers in either half- or full-day programs in school district settings, local childcare centers, community preschools or Head Start programs.



[Colorado Women, Infants and Children \(WIC\) Nutrition Program Website](#)

ABOUT

FOOD. EDUCATION. SUPPORT. YOU GOT THIS!

WIC is The Special Supplemental Nutrition Program for Women, Infants and Children. WIC does not ask or keep information about visa status or citizenship. All responses are kept confidential.

WIC gives you resources, knowledge and tools to help you and support your family. It's free for moms, dads, grandparents, foster parents and all Colorado families who qualify. Whether you're pregnant, already a mom or raising a child younger than 5, you can get the right personalized support for you and your family.

Pre-Reading Materials

[Child and Adult Care Food Program \(CACFP\) Website](#)



The Child and Adult Care Food Program (CACFP) provides reimbursement for healthy meals and snacks served to Colorado's children and adults in child care centers and homes, afterschool programs, emergency and homeless shelters, Head Start, Early Head Start and outside-school-hours programs and adult day care centers. The United States Department of Agriculture (USDA) funds the CACFP and the Colorado Department of Public Health and Environment administers the program.

Pre-Reading Materials

[Stakeholder Feedback](#)

Transition Advisory Subgroup Summaries:

- [Transformative Governance, Operations & Funding](#)
- [Innovative Data, Tech, Evaluation & Accountability](#)
- [Special Education Service Delivery](#)
- [Universal Preschool Implementation](#)

Subgroup Meetings Update

Data, Technology, Evaluation &

Week 1: Serving Families

- Some strong local data collection efforts
- Opportunities to leverage technology to ease burdens on families accessing and sharing information

Week 2: Serving Providers

- Need for centralized data, analytic, evaluation and research supports
- Opportunities to align enrollment, capacity, and demand data including at the local and state levels

Week 3: Evaluation & Accountability

- Better integrated, interoperable state data systems across programs, agencies, and systems will improve common understanding of child and family outcomes
- Tech systems need to be easier to access and utilize for providers

Week 4: Structures to support Alignment to Kindergarten and Beyond

- Focused on the whole child – linked to Early Learning and Development Guidelines.
- One accountability system

Special Education Service Delivery

Week 1: Family Experiences

- High rates of inclusive classrooms in Colorado
- Difficult, confusing system to navigate; hard to know where and how to access available resources

Week 2: Provider Experiences

- Public funding is available to support children who qualify for special education
- Inadequate funding, space and workforce available to support needs, especially in rural areas

Week 3: IDEA and Part B

- CDE staff presented an overview of the history and key components of IDEA and Part B, Section 619

Week 4: IDEA and Part C

- CDHS staff presented an overview of IDEA Part C
- Look at strong models like Head Start and consider universal connectors between systems

Subgroup Meetings Update

Universal Preschool Implementation

Week 1: Shared Outcomes

- Well-resourced programs that meet the needs of all families are available in a mixed-delivery system
- Streamlined processes for enrollment, funding and data support providers in their work

Week 2: Integration with CPP

- Vision for a single system that reduces barriers and provides family choice
- Importance of blending and braiding funds in a manner that reduces burdens
- Maintain services for those currently accessing CPP

Week 3: Local Infrastructure

- Communities may need implementation supports for recruiting / retaining workforce, trainings, space, etc
- Strong alignment, coordination and collaboration is needed across all levels
- Consider needed wrap-around supports, such as transportation and mental health

Week 4: Balancing Universality vs. Serving Most in Need

- Ability to blend and braid funds at the state agency level rather than burden falling to providers and parents
- Need to increase workforce to meet the take-up capacity

Subgroup Meetings Update

Transformative Governance, Operations and Funding

Meeting 1: Factors for a Unified Early Childhood System

- There was a high degree of agreement among participants to consider moving a wide range of programs that serve children and families
- More consideration needed for programs that cross age ranges or families outside of early childhood

Meeting 2: Current Early Childhood Governance Structure

- Don't lose the progress made in aligning services and programs; avoid creating new silos and interruptions in service delivery and access
- Build on existing functions; support / scale models that are working well
- Continued focus on equity and reaching under-resourced communities

Meeting 3: Blending and Braiding Funds to Serve Families

- Current system is complicated for providers and families; we need a streamlined system with easy applications and alignment of requirements, funding structures, and eligibility
- Technological solutions to support blending and braiding of funds, attendance tracking, and application processes for families and providers
- Equity should continue to be prioritized with funding being targeted to the most at-risk and a range of age groups (3-year olds) served

Meeting 4: Building on Local Infrastructure

- Program specific options for families: Home visiting; free resources such as libraries, food banks, 211, churches; CCCAP
- Opportunities: Simplifying systems and helping families access the services they need while increasing funding
- Programs like DPP and CPP have strong models and local providers have in-depth knowledge of their communities' needs

Listening Sessions Summary

Two Provider Listening Sessions: August 3

Key Themes

- Collaboration across all aspects of the EC system from the state to local level is essential
 - Current regulations are often burdensome and unaligned; alignment and streamlining would greatly benefit providers
 - A stronger emphasis is needed on recruiting, retaining, and supporting the early childhood workforce
 - Families should have access to affordable child care and choice of what best meets their needs.
 - More supports are necessary to help both families and providers navigate the early childhood space.
-

Two Family Listening Sessions: August 24

Key Themes

- Families want more choices for types of care for their children.
- More accommodations are needed for the transportation of children to and from care, particularly for children with special needs.
- Long waitlists prevent children from accessing the types of care they need and that would best serve the entire family.
- Services ought to be offered in multiple languages in order to accommodate families and children who do not speak English as their first language.
- Parents who work full time struggle to supplement care for their children who only have part time child care.

There will be two workforce listening sessions happening September 21 and a report out will be brought to the October 20 TAG meeting.

Discussion of Program Movement

August 4 TAG Meeting Recap

Themes that emerged in the small group conversations and the follow up responses from last TAG meeting include:

- Key to a seamless transition and establishing alignment to K-12 system is strong **interagency collaboration**
- Important to intentionally create new department so the **functions of the state directly align to the experiences** we want children and families to have
- **Concern over losing funding and supports** that currently work; if a program moves so should its funding stream
- A strong desire for families to get access to a comprehensive system of support with **a single point of entry**
- Need for informed **family choice** from the portfolio of offerings
- Revise all rules, regulations and processes to **ease burden on providers and families**
- Focus on **centering equity** by ensuring those most in need receive services
- All three aspects of the CO Early Childhood **Framework** should be considered: Learning & Development, Family Support & Education, and Health and Well Being

Current State-Level Program Overview



CPP/
ECARE

PreK
Special
Education
Services

Additional funding
sources, including Title
1 PreK

Early Childhood
Workforce
Development

Office of
Early
Childhood

Office of
Economic
Security
(TANF)

Office of Children, Youth and
Families (Child Welfare)

Child and
Adult Care
Food Program

Maternal and
Child Health
Block Grant

WIC

Current Early Childhood Structure

CDE	
P-3 Office	Colorado Preschool Program (& additional school-system administered preschool funding sources, e.g. ECARE)
	Preschool Special Education †
	Early Childhood Assessment and Results Matter
	EC Workforce Development Team

CDPHE	
CACFP*	
Maternal and Child Health (Block Grant) * †	
WIC	

CDHS		
OEC	Division of Early Learning Access and Quality	<ul style="list-style-type: none"> - Child Care Attendance Tracking System - Colorado Child Care Assistance Program (CCCAP)* - Colorado Shines Quality Rating and Improvement System (QRIS) - Early Childhood Councils & CCR&Rs - Early Childhood Workforce & Professional Development (PDIS)
	Division of Community and Family Support	<ul style="list-style-type: none"> - Child Abuse Prevention Trust Fund - Colorado Community Response - Community-Based Child Abuse Prevention Program - Early Childhood Mental Health - Early Intervention - Family Resource Centers - Fatherhood Program* - Head Start - Home Visiting Programs (e.g.,NFP, SafeCare, PAT, Healthy Steps, Child First, HIPPY) - Incredible Years - Promoting Safe and Stable Families
	Division of Early Learning, Licensing and Administration	<ul style="list-style-type: none"> - Background Investigation Unit - Child Care Licensing*
	Operations	<ul style="list-style-type: none"> - Communications - Early Childhood Leadership Commission - Federal Opportunities (e.g., Preschool Development Grant) - Finance and Contracts - Strategy / Policy
OES		TANF* †
OCYF		Child Welfare*

*these programs provide services to children beyond 5 years old
see next slide for more information

Program Movement - Proposal

Decisions

Department of Early Childhood (DEC)

Programs included

- [CPP](#)
- [All of OEC](#)
- [Early Childhood Workforce Development*](#)

NOTE: PreK Special Education is still pending discussions

- For each of the programs above, their purpose is aligned with the vision for the department, the guiding principles, values, and its mission to create a comprehensive, community-informed, effective, high quality and equitable early childhood system.
- To create a unified structure and seamless family and provider experience, existing rules or regulations of these programs may need to be amended to ensure alignment across the landscape.
- As programs shift to the new department, the intent would be for DEC to also acquire the authority and regulatory power of the funding sources tied to these programs.

Timeline Consideration

The new Department of Early Childhood will launch in **July 2022**.

Universal, voluntary statewide preschool will launch in **July 2023**.

1. A major priority for the Department of Early Childhood (DEC) is the successful launch of universal preschool. In addition, DEC should ensure that children, families, and providers don't experience a disruption in other services and programs within the early childhood system.
1. Not all families will access universal preschool. Ensuring that a complementary continuum of family supports are delivered side by side with the universal preschool program can help the new department to meet each family's needs.
1. Once the new department is fully established, Colorado should continually review the entire early childhood landscape to understand where additional alignment support, program movement, or landscape change is needed to bring coherence to the child, family, and provider experiences.

Department of Early Childhood Structure

The new department should have a leadership team with a diverse set of skills, strong equity focus, and significant expertise that operate together to:

1. **Simplify** the family and provider experience (all programs included), including organizing the Department with a focus on coherence for the field, not around administration of individual programs and functions.
1. **Implement** the state's unified plan to increase access to quality early care and education slots, services, and supports, which includes workforce recruitment, development, and retention.
1. **Maximize dollars** to achieve a unified vision
 - a. Will require a finance expert who is oriented toward using their significant understanding of financial regulations to meet Colorado's funding needs
1. Sustain and strengthen **cross-agency partnerships**
1. Develop equitable, effective regulatory alignment, and ensure legislative engagement
 - b. Will require a senior lead whose expertise is in **policy and governmental affairs**
1. Develop **robust data collection and analysis** system that is used to inform future strategies, and guide decision making.

Discussion




Break



Public Comment

Public Comment

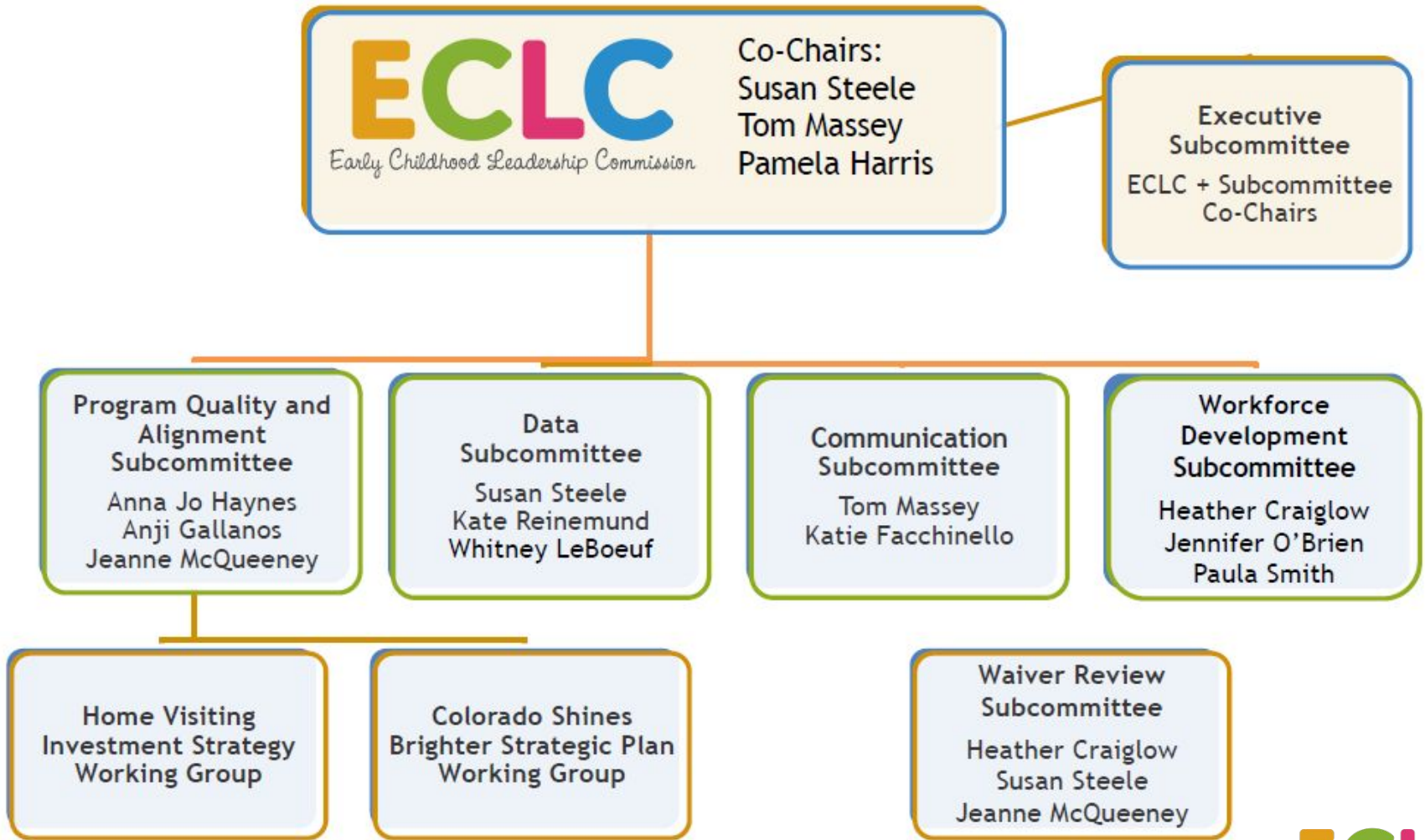
- Each speaker may take up to five (5) minutes to make his or her comments. This time constraint may be modified by the ECLC Co-Chairs.
- Any opinions, advice, statements, services, offers, or other information or content expressed or made available by stakeholders or members of the public during public comment does not constitute or imply its endorsement, recommendation, or favoring by the ECLC.



ECLC Subcommittee Structure, Charter Updates and ECLC Bylaws

Pamela Harris

Subcommittee Structure



Subcommittee Charters & Reauthorization

- ACTION: Approve Subcommittee Charter Reauthorizations & [ECLC Bylaws](#)
 - Program Quality and Alignment
 - Communications
 - Data
 - Early Childhood Workforce Development



Early Childhood Workforce Development
Subcommittee Co-Chair
Pamela Harris

Diana Schaack, Ph.D.

Assistant Professor - Learning, Developmental & Family Sciences
University of Colorado Denver





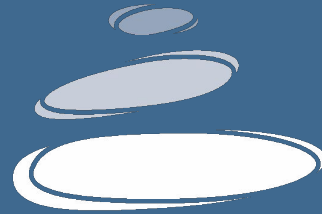
Governor's Office Updates

Scott Groginsky



Engaging Colorado's Family, Friend and Neighbor Child Care Providers in Early Childhood Systems

Katie Danna-Poston, Early Milestones Colorado



EARLY **MILESTONES**
COLORADO

ENGAGING FFN CHILD CARE PROVIDERS IN COLORADO'S EC SYSTEMS

EARLY CHILDHOOD LEADERSHIP COMMISSION | AUG. 26, 2021

PROJECT GOALS

- Elevate the voices and lived experiences of FFN providers and those who support them to influence early childhood systems
- Identify opportunities to build early childhood systems that are more inclusive and supportive of FFNs and the families they serve
- To accomplish these goals, we conducted
 - 20 interviews with FFN providers
 - 20 interviews with professionals who support FFN providers



FAMILY, FRIEND, AND NEIGHBOR CHILD CARE

WHAT IS FAMILY, FRIEND, & NEIGHBOR CARE?

Child care provided by family members, friends, or neighbors, typically within home settings.

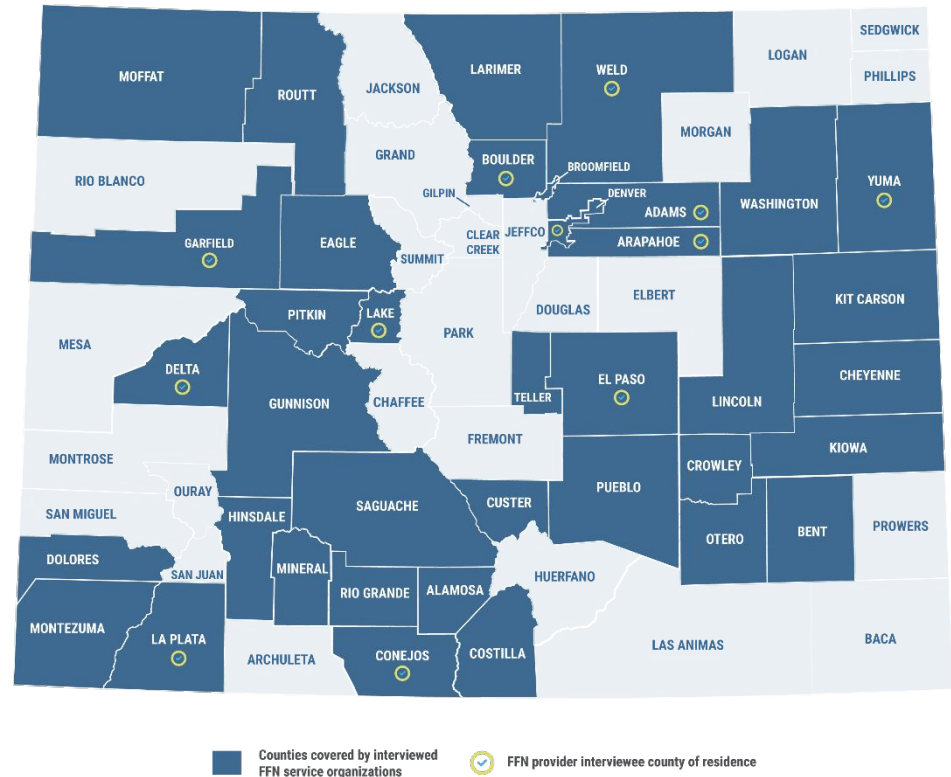
WHY DO FAMILIES CHOOSE FFN CARE?

Flexible hours

Convenience in location

Preference for a provider that shares cultural and linguistic background

Affordability and availability



ACCESS TO INFORMATION, RESOURCES, & TRAININGS

- FFN providers described difficulty locating information, trainings, and resources, especially in languages other than English.
- FFN providers expressed the need for information, resources, and support when they recognize behavioral, social-emotional, and developmental concerns and for serving children with special needs.
- Only 20% of FFNs interviewed were aware of their local early childhood council.
- None were aware of the state's Professional Development Information System.

RECOMMENDATIONS

Following the passage of SB21-077 and SB21-199,

- Pursue analysis from immigration law experts to understand any potential impact obtaining a license could have on an immigrant's ability to become a "lawful permanent resident" or pose a "public charge" risk
- Build staffing capacity within trusted community-based entities to support newly eligible FFN providers who choose to pursue licensure.
- Ensure all information regarding licensure, CCCAP, and the qualified exempt process is available in multiple languages.

RECOMMENDATIONS

- Create a position within OEC to serve as liaison with FFN support organizations and coordinate resources available to FFN providers. This position should carry into the new Department of Early Childhood in 2022.
- To reduce financial barriers, provide scholarships for FFN providers to complete pre-licensure trainings.
- Raise awareness of existing supports such as PDIS, early childhood councils, EQIT trainings, Child Find, and funding opportunities (CCCAP qualified exempt).
- Increase the availability of PDIS and EQIT trainings in languages other than English. Consider partnering with organizations that serve linguistically diverse communities to deliver the trainings.

DISCRIMINATION

- FFN providers described experiences of discrimination based on race, documentation status, and primary language when interacting with EC systems.
- Frequent experiences of discrimination negatively impact their self-esteem, overall well-being, and desire to engage with EC systems.
- Some FFN providers recounted their own negative experiences in early care and K-12 settings and are motivated to provide care to protect children from discrimination.

RECOMMENDATIONS

- Provide ongoing diversity, equity, and inclusion trainings to professionals in nonprofits and government agencies. Build capacity to approach all FFN providers with respect, cultural humility, and cultural responsiveness.
- Ensure that the FFN support workforce reflects the communities served by creating career pathways, advancement opportunities for people of color, bilingual individuals.
- Create additional training modules within PDIS to help professionals understand the lived experiences of historically excluded, marginalized groups. Incentivize module completion.
- Fund local health clinics and behavioral health services to give all FFN providers access to low- or no-cost health care, annual wellness check-ups, and mental health services, regardless of immigration status.

COMPENSATION & COST OF CARE

- FFN providers shared they consider the family's financial situation and ability to pay when setting rates.
- Nearly 90% of interviewees expressed financial challenges related to the costs of providing care, including fresh food and learning materials (books, toys, art supplies).
- Only one provider interviewed went through the process to become a qualified exempt provider to accept CCCAP.
- Most interviewees were either not aware of the qualified exempt process or did not know that FFN providers were eligible to apply.

RECOMMENDATIONS

- Explore extending eligibility to FFN providers so they can access the Child and Adult Care Food Program to help offset the costs of healthy food for children in their care.
- Develop partnerships with organizations that provide access to fresh, healthy foods. Connect FFN providers to those organizations.
- Evaluate the costs of providing care within homes, including healthy food, learning materials, and creating quality learning environments and outdoor play areas.
- Increase CCCAP reimbursement rates for qualified exempt providers to align with the actual costs of creating quality learning environments within home settings.
- Study FFN providers' experiences, incentives, and barriers to participating in the CCCAP qualified exempt program. Continue to raise awareness and remove barriers for FFN providers to access CCCAP funding.

“I know at least 80 children in our community who won’t have access to a spot in a center, so if FFN’s aren’t included, how will those children receive the benefits of the new universal preschool program? Is it truly universal if families who choose FFN care aren’t included?”

PROFESSIONAL IN AN FFN SUPPORT ORGANIZATION

RECOMMENDATIONS

- Invest in scaling the Connecting Home Visiting Agencies and Home Child Care Providers Pilot to reach more FFN providers.
- Explore partnerships with home visiting programs and FFN providers as part of the workforce to deliver universal preschool.
- Provide career navigation support to FFN providers who want to pursue early childhood teacher qualification.
- Expand successful programs that offer the Child Development Associate (CDA) credential to FFN providers to help those who want to pursue early childhood teacher qualifications.
- Pursue support for transcript translation, review, and degree reciprocity so those with existing qualifications from other states or countries can more easily enter the workforce.

THANK YOU



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Co-Chairs' Next Steps, Final Thoughts and Adjourn

Susan Steele

Upcoming Meeting Dates

September 23, 2021*

1:00 pm - 4:00 pm

October 28, 2021

9:30 am - 12:30 pm

November 10, 2021*

9:30 am - 12:30 pm

December 16, 2021

9:30 am - 12:30 pm

January 11, 2022*

9:30 am - 12:30 pm

*Newly Added ECLC Meetings

ECLC

Early Childhood Leadership Commission

Next Meeting:

September 23, 2021

1:00 pm - 4:00 pm



Thank you!