

October 25, 2018

Health Care Policy & Financing - 303 East 17th Avenue, 11th Floor; Denver



Welcome





Business Meeting



Business Meeting

Approve August 23, 2018 Meeting Minutes



Education Leadership Council Updates David Padrino





Preschool Development Grant Mary Anne Snyder





Early Childhood Areas of Opportunity Elsa Holguín and Anna Jo Haynes



Areas of Opportunity

- Improve Access to High Quality Early Care & Education for All Families
- Elevate the Early Childhood Workforce to Ensure Coordinated Career Pathways and Appropriate Compensation
- Support Improved Family Health & Economic Security through a Two-Generation Approach

2018 Annual Report and Presentation



Department Updates



Department Updates

- Colorado Department Public Health and Environment (Erin Ulric)
- Colorado Department of Health Care Policy and Financing (Tom Massey)
- Colorado Department of Education (Melissa Colsman)
- Colorado Department of Human Services (Jerene Petersen)
 - Office of Early Childhood (Mary Anne Snyder)

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.



Bylaws + Conflict of Interest Kristina Heyl





Race to the Top - Early Learning Challenge FINAL Review Stacey Kennedy and Jennifer O'Brien



Race to the Top Early Learning Challenge Grant





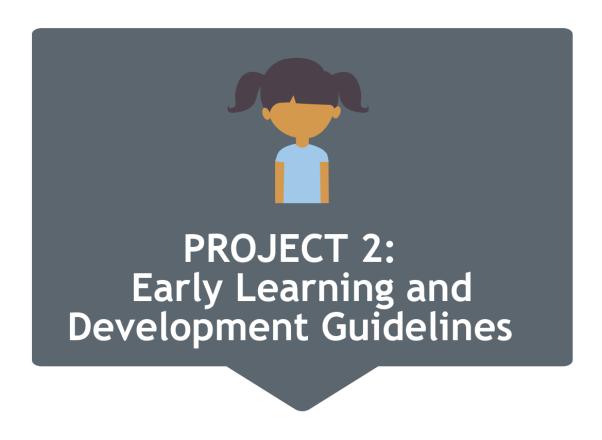
Overview

In 2012, Colorado was awarded \$44.8 million in grant funding through the federal Race to the Top - Early Learning Challenge grant. The grant provided funding to accelerate the state's plan to improve school readiness for all children, particularly those children with high needs.





Align and coordinate early learning and development across the state



Develop early learning and development guidelines



PROJECT 3: Next Generation Tiered Quality Rating Improvement System

Develop and adopt a common, statewide Tiered Quality Rating and Improvement System (TQRIS), promote participation in the TQRIS and validate the effectiveness of the state TQRIS



Develop a workforce knowledge and competency framework, track progression of credentials and support Early Childhood Educators in improving their knowledge, skills and abilities



Promote access to high-quality early learning and development programs for children with high needs, develop comprehensive assessment systems for programs as well as rating and monitoring for early learning and development programs



Develop a universal assessment that allows the state to better understand and gauge children's kindergarten readiness

Questions?



Office of Early Childhood
Department of Human Services





Communications Subcommittee Tom Massey and Gerri Gomez Howard







Data Subcommittee Charlotte Brantley and Susan Steele





Co-Chair Final Thoughts



Next Meeting: December 13, 2018

Health Care Policy & Financing, 11th Floor 303 E. 17th Avenue; Denver





Thursday, October 25, 2018 9:30 am – 12:30 pm Health Care Policy & Financing 303 East 17th Avenue, Denver

https://global.gotomeeting.com/join/724832693 Join the Conference Call: 515-739-1223 Code: 690666#

Meeting Objectives:

- Approve Meeting Minutes from August 23, 2018 Meeting
- Review Progress and Determine Next Steps on the ECLC's Areas of Opportunity
- Discuss the Preschool Development Grant Funding Opportunity
- Approve ECLC Bylaws
- Learn About Updates from Departments and ECLC Subcommittees
- Hear from the Early Childhood Community during Public Comment

9:30-9:35am	 Welcome & Business Meeting (Elsa Holguín) Welcome ACTION: Approval of August 23, 2018 Meeting Minutes
9:35-9:50am	Education Leadership Council Updates (David Padrino)
9:50-10:05am	Preschool Development Grant (Mary Anne Snyder)
10:05-10:30am	Areas of Opportunity + Transition in State Leadership (Elsa Holguín and Anna Jo Haynes) • 2018 Annual Report and Presentation (Kristina Heyl)
10:30-11:00am	 Colorado Department of Public Health and Environment (Erin Ulric) Colorado Department of Health Care Policy and Financing (Tom Massey) Colorado Department of Education (Melissa Colsman) Colorado Department of Human Services (Jerene Petersen) Office of Early Childhood Updates (Mary Anne Snyder)

11:00-11:10am Public Comment (Elsa Holguín)

11:10-11:20am Bylaws + Conflict of Interest (Kristina Heyl)

ACTION: Revise and Approve Bylaws

11:20-12:05pm Race to the Top – Early Learning Challenge Accomplishments + Review of Final Performance Report (Stacey Kennedy & Jennifer O' Brien)

12:05-12:25pm

Subcommittee Updates

- Communications Subcommittee
- Program Quality & Alignment Subcommittee
- Data Subcommittee

12:25 - 12:30pm

Co-Chairs' Final Thoughts and Adjourn (Elsa Holguín)

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

ECLC Meetings:

The next **ECLC Meeting** will be held on December 13, 2018 at Health Care Policy & Financing (HCPF), 11th Floor Conference Room: 303 East 17th Avenue, Denver, CO.

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



Early Childhood Leadership Commission Minutes Thursday, August 23, 2018, 2018 9:30 am – 12:30 pm

Health Care Policy & Financing Denver, CO https://global.gotomeeting.com/join/422518637 Join the Conference Call: 515-739-1223

Code: 690666

Meeting Objectives:

- Approve Meeting Minutes from April 26 Meeting and June 28 Retreat
- Discuss the ECLC Retreat and Next Steps
- Hear Updates from Departments and ECLC Subcommittees
- Review and Vote Whether to Approve 2 Early Childhood Council Rule Waivers
- Hear from the Early Childhood Community during Public Comment

Attendees:

Barbara Grogan, Cindy Schulz(by phone), Anna Jo Haynes, Letty Bass, Elsa Holguin, Melissa Colsman, Heather Craiglow, Charlotte Brantley, Tom Massey, George Welsh, Lydia Prado, Doug Clements, Jai Scott, Mary Anne Snyder, Jeanne McQueeney (by phone), Gerri Gomez Howard, Jeff Kuhr, Susan Steele, Jerene Peterson, Lt Governor Donna Lynne, Erin Ulric, Kristina Heyl, Amanda Pelletier

2 Gen Opportunity (2GO)

Governor Hickenlooper and CDHS Executive Director Reggie Bicha held a press conference at the beginning of the meeting to announce a statewide initiative –the 2Gen Opportunity (2GO) Pilot Program the will provide 10 communities with \$100,000 grants to develop two- generation strategies.

Welcome and Business Meeting

Anna Jo Haynes called the meeting to order at 10:05 am. Anna Jo welcomed new commissioner Jai Scott. Jai introduced herself and expressed her excitement to be joining the Commission. Anna Jo also welcomed Elsa as new co-chair. The Commission thanked Barbara for her work as co-chair and presented her with a certificate. Anna Jo called for introductions for the new members of the Commission.

Approval of April 26, 2018 and June 28, 2018 Meeting Minutes

Anna Jo Haynes called for a motion to approve the minutes from the April 26, 2018 meeting. Charlotte Brantley moved to approve the minutes as distributed, Elsa Holguin seconded the motion; the minutes were approved by unanimous voice vote.

Anna Jo Haynes called for a motion to approve the minutes from June 28, 2018 retreat. Tom Massey motioned and Lydia Prado seconded the motion; the minutes were approved by unanimous voice vote.

<u>Updates from Lt. Governor Donna Lynne</u>

Lt. Governor Donna Lynne shared she will be meeting with candidates the gubernatorial to give

them some foundational information on early childhood in Colorado. The Governor's office has appointed transition teams in the past to help with the changeover to a new administration. Her team is currently developing a transition document to support continuity between administrations. ECLC role and work within the early childhood space will be included in the transition document. Lt. Governor Donna Lynne also shared information on the Education Leadership Council (ELC). She shared that the ELC created a survey to see where the state of Colorado should be in education. Donna Lynne mentioned presenting the results of the survey to the Commission at an upcoming meeting. Additionally Lt. Governor Donna Lynne suggested the Commission extend an invite to a future ECLC meeting to the new governor- elect to continue to stay connected with the new administration.

Follow Up from ECLC Retreat

Elsa Holguin provided a brief overview and purpose of the ECLC Retreat on June 28, 2018. She expressed the purpose was to look at next steps for transition with the upcoming change in administration and to continue momentum and sustainability of the great work done by the early childhood community. Elsa thanked the variety of early childhood stakeholders who did work in the field to help the ECLC prepare for the retreat. Elsa then went on to thank Roxane White for facilitating the retreat, and not only for providing her expertise but also for providing guidance on how the ECLC could best prepare to be in a position to support new leadership.

Elsa then introduced the "Areas of Opportunity" transition document to the Commission and asked if they would review it. She briefly explained how Kristina Heyl and a small group of members worked in developing the document that gave some history of early childhood in Colorado and provided context around the three areas of opportunity that were created during the retreat. Kristina walked through the "Areas of Opportunity" transition document and explained the purpose was to create a two page document that highlights why early childhood is important, the long history of early childhood in Colorado, who the ECLC is, and how it's structured and how the ECLC can assist the new Governor. Then she went over the three areas of opportunity the ECLC has highlighted, the first being improved access to high quality early care and education, the second a supported and sustained early childhood workforce, and lastly enhanced family health and economic security. Kristina then expressed the importance of supporting equitable outcomes for all of Colorado and inclusion of diverse communities applying to all three opportunities.

Kristina then asked for feedback on the document. The Commissioners gave feedback that included a need for the document to be connected to data, creating a sub heading for the document, and a few changes to wording and framing of issues. Then Elsa prompted a discussion around the intent of the document, the members discussed how this document was not only for the upcoming election but for the year as a reference for other early childhood organizations to align and connect throughout the state of Colorado. Elsa and Kristina encouraged Commissioners to share the document with the community and people they represent, as well as to share what others are doing and what opportunities they see to embed these priority areas into their work.

Subcommittee Updates

Data Subcommittee

Charlotte Brantley shared that the committee has been putting a lot of work into the development of the reports section on the Early Childhood Colorado Framework Website. The

Subcommittee has been working on the submission form for reports and making it more manageable for those submitting data. Charlotte also shared that a small group was formed within the committee to review submissions before being presented to the full subcommittee. Charlotte said that a next step for the website is creating a frequently asked questions section to populate on the site. Susan Steele then shared the Data Subcommittee is looking into exploring the three ECLC priorities and determining what data is available and necessary to help us advance the three Priority Areas.

Communications Subcommittee

Elsa Holguin announced to the Commission that she will be stepping down as co-chair of the Communications Subcommittee and Gerri Gomez Howard would be stepping in as new co-chair. Tom Massey then shared that the Subcommittee meetings have been well attended and engaged in focusing on best practice for communication to parents and caregivers Tom shared how the Subcommittee members were asked to bring in reports for communication best practice to review and share. At the next meeting the members will be putting this into motion, and creating action items and tools to share the lessons learned by the members.

Program Quality and Alignment Subcommittee

Melissa Colsman shared the Draft Subcommittee Charge which they created and asked Commission to review and vote for approval. Melissa highlighted the PQA's five focus areas while reviewing the document. Kristina shared that the Communication and Data Subcommittees have created similar documents. Charlotte brought up a request for the document to have a plan for the audit mentioned in the PQA vision. Melissa called for a motion to approve the PQA Charge with an amendment for the Charge to have a plan for the audit in next steps, Tom seconded the motion; the Charge was approved unanimously.

Public Comment

Greg Brophy shared information on a product called UPSTART on behalf of the Waterford Institute. Greg shared that UPSTART is a technology based parent delivered, pre k program that has been successfully used Utah. He hopes that it can be part of the mix for preschool options for the state of Colorado. He shared there is a current pilot program in progress in Colorado.

Evie Hudak then shared that SACPIE has reached out to ask for information about the Commission and how they can support the Commission's work. She also shared an update from ECSRLC; the legislative members are drafting 10 bills to vote on at their next scheduled meeting, 5 of which will be put forward as bills. Evie shared the five bills that will likely move forward are: 1)Tax credits for childcare providers 2) early diagnosis and screening of dyslexia 3) changing international building codes for family child care 4) Ban suspensions and expulsions of child care and P-3 5) funding for TEACH scholarships. She asked the Commission to look into the topics of the bills and communicate with the ECSRLC before they move forward with legislation.

Early Childhood Council Waiver Discussion

Kristina Heyl shared the Waiver applications and supporting documents of the two Early Childhood Councils to the Commission for review. She led the conversation with a reminder that the ECLC has the authority under state statue to waive rules or regulations for an ECC when that regulation prohibits them from completing a Council project. Kristina explained the application process for the Early Childhood Councils. She then shared how the Waiver Review Subcommittee was formed to review the applications and present recommendations for the Commission. The Waiver Review Subcommittee met and reviewed both requests; the Subcommittee recommends approval of both the Early Childhood Council of Larimer County Waiver and the Denver Early Childhood Council Waiver. Many members expressed their excitement about the two Waivers and commended the

two Early Childhood Councils on their thoughtfulness, and innovation to help address the work force crisis. The review of these two Waivers led to a discussion among members about opening these Waivers up for other counties and the Commission's role to address the current work force crisis. Ann Jo Haynes suggested the Waiver Review Subcommittee and others from the Commission who wish to be involved have a planning meeting to discuss opening these two Waiver's up to other counties in Colorado.

- Waiver # 18-01 Early Childhood Council of Larimer County (ECCLC)
- Waiver #18-01 by ECCLC was requested for approval to create a Provisional- Early Childhood Teacher qualification. Susan Steele called for a motion to approve the ECCLC Waiver, Lydia Prado seconded the motion; Letty Bass asked for an amendment, to include language that participants can enter and be allowed to complete program anytime during the 18 month Waiver. The amendment was approved and the motion for Waiver #18-01 was approved unanimously.
- Waiver #18-02 Denver Early Childhood Council (DECC)

The Waiver #18-02 was requested for approval to create an Accelerated Early Childhood Teacher Career Pathway Program. Tom Massey called for a motion for approval of the DECC Waiver #18-02 with an amendment that the participants can enter and be allowed to complete program anytime during 18 month Waiver, Susan Steele seconded; motion was approved unanimously.

Department Updates

Colorado Department of Public Health and Environment

Erin Ulric shared that the Department is working with sister agencies on a Data Sharing Agreement across WIC, SNAP and Medicaid. The Department is also working on implementing a Blue Print to End Poverty; she wanted to note the connections to the ECLC's work. Erin also shared that Colorado was one of five states that has been award the Early Childhood Essentials Grant for funding for the next five years. Erin reminded everyone of the Child Fatality Prevention System Report; she will be sending around seven recommendations that apply to early childhood to the Commission.

Colorado Department of Health Care Policy and Financing

Tom Massey shared the importance of continuing to support health care access through Medicare and Medicaid, noting the positive lifelong outcomes associated with access to health care.

Colorado Department of Education

Anji Gallanos Director of P-3 Program office shared an overview of the new P-3 program office. She shared the goal of the program is to partner with educators and leaders to create resources and structures that lead to seamless high quality early learning environments for children birth through eight. Anji also shared the P-3 program is working on a sustainable integrated plan to support high- quality developmentally appropriate kindergarten classrooms that are inclusive, evidence based and holistic. Anji shared the programs five key initiatives, pointing out strong foundations, and the importance of understanding how we support families within our state. Anji shared an example of programs coming together to enhance children's literacy using a holistic approach.

Colorado Department of Human Services

Jerene Peterson shared that the Department has increased the eligibility income for SNAP

benefits, increasing the amount of people who can enroll and use these benefits as another financial support. She also shared that the Department is working to increase participation of enrollment in SNAP benefits in rural areas, to better support all of Colorado. Jerene shared two rule changes, which affect Colorado's early childhood space. The first rule change is that TANF (temporary assistance to needy families) has raised the amount of cash assistance for families. The second is legislation that has prioritized foster care families enabling them to use CCCAP subsidies, with the hope that this will increase the amount of foster families in the state. Jerene also shared Colorado will be using Block Grant funding through the Families First initiative for providing prevention and intervention services up front for families. The Department has released procurement for a new crisis intervention system for across the state. Lastly Jerene shared the new strategies to increase the amount of people paying child support using employment programs has been successful and hope the Department to continue and expand it so that non-custodial parents are able to increase their access to a living wage and be able to pay child support.

Office of Early Childhood: Mary Anne Snyder shared that the number of kids accessing CCCAP (Child Care Assistance Program) has increase to 59% in high quality programs. She also shared that she will be discussing the Preschool Development Grant at the next ECLC meeting and that CDHS will be taking the lead with the grant proposal. Mary Anne said that the modernization project of the CHATS system will go live on Labor Day weekend which will better allow counties to manage the CCAP system. Mary Anne provided talking points on CCDF federal funds, sharing that Colorado is viewed nationally as a leader for its innovative early implementation of the new CCDF requirements. She shared that through the increase use of CCDF funds in the last two years, the Office has bolstered and sustained systems developed under Race to the Top and invested more child care quality initiatives and direct services through CCCAP. She also noted that ongoing federal funding amounts are unknown.

Co-Chairs' Final Thoughts and Adjourn

Anna Jo Haynes commented on the great group of stakeholders and early childhood supporters participating in this work. Kristina Heyl encouraged members to review the federal Race to the Top grant executive summary prior to the next meeting. The meeting was adjourned at 12:34 pm.

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

Early Childhood in Colorado

A Shared Commitment To Children and Families: 2018 and Beyond

STATEWIDE COMMITMENT TO EARLY CHILDHOOD

Colorado has a long history of working together to ensure children and families grow and thrive. Our state has made admirable advances across the three domains of the *Early Childhood Colorado Framework*: Health & Well-Being, Family Support & Education and Learning & Development. Families, professionals, advocates and policy makers have worked together to build coordinated systems that support local areas to be responsive to the needs of their communities. The collaboration between state and local entities across private and public domains is a testament to Colorado's long and unwavering commitment to supporting children and families. However, there is much more work to be done to ensure all children and families have the supports they need to reach our shared vision: **all children are valued, healthy and thriving.**

WHY FOCUSING ON EARLY CHILDHOOD IS IMPORTANT

Children's healthy development depends on the nurturing and supportive relationships they have with the parents and caregivers in their lives. When children are provided safe, healthy and learning-rich environments, the returns to society are abundant and communities thrive. Investing in high quality programs builds a developmental foundation which leads to a 13% financial return through long-term positive outcomes in education, health, economic productivity and reduced crime. These investments also provide opportunities for parents and caregivers to enhance their own educational and career opportunities to become self-sufficient and provide for their families. Investments in early childhood are one of the most effective strategies in achieving significant social and economic outcomes.

THE EARLY CHILDHOOD LEADERSHIP COMMISSION

The Early Childhood Leadership Commission (ECLC) is Colorado's statutorily-recognized state advisory council for early childhood. Our role is to be a statewide leader, subject matter expert and champion of best and promising practices throughout the state.

The ECLC is comprised of 20 individuals representing parents, business, five state departments, school districts, local municipalities, foundations, nonprofits and other important early childhood stakeholders. We serve as the trusted and proactive early childhood champion for high quality, outcome-focused learning and development, health and well-being, and family support and education for pregnant women, and children birth through age eight and their families.

The ECLC:

- Develops strategies to monitor and align efforts that increase the access, quality and equity of services through the *Early Childhood Colorado Framework*;
- Assists in the development of public-private partnerships to coordinate and enhance services and supports; and
- Champions the use of relevant data and makes recommendations to the Governor's Office, the General Assembly and state agencies.

OUR COMMITMENT

The Early Childhood Leadership Commission is committed to working with the incoming Governor, the Colorado General Assembly, state agencies and stakeholders to address the early childhood challenges Colorado faces to ensure that all children are valued, healthy and thriving.



Early Childhood: Areas of Opportunity

While Colorado has experienced tremendous progress in the early childhood sector, there are still challenges that must be addressed at the local and state level. The ECLC encourages efforts to support and enhance the following Areas of Opportunity:

IMPROVE ACCESS TO HIGH QUALITY EARLY CARE & EDUCATION FOR ALL FAMILIES

63%

of Colorado children under age 5 live in homes in which all available caregivers work High quality early care and education environments provide a stable place for children to grow and thrive, allowing them to build the strong foundation of cognitive and social-emotional skills they need to be prepared to succeed in school and develop life-long positive outcomes. Unfortunately, the availability of high quality services is severely lacking and poses a significant expense to families. Additional investments are needed to deliver services through a

combination of programs, providers and settings, including licensed family and center-based child care programs, public schools, informal family/friend/neighbor care and other community-based organizations. This mixed delivery system provides early childhood care and education options that ensure wherever children are cared for, they are in high quality, supportive environments. Particular attention should be paid to infant and toddler care, which is significantly more difficult for families to access and afford.

ELEVATE THE EARLY CHILDHOOD WORKFORCE TO ENSURE COORDINATED CAREER PATHWAYS AND APPROPRIATE COMPENSATION

Early childhood educators provide the critical foundation for children in outof-home care to develop the literacy and social-emotional skills they need to succeed in school. The early care and education sector is a cornerstone of local and state economic health, enabling parents to work and provide for their families while employing a large workforce of educators. However, as professional development opportunities and expectations for these educators

46%

of the early childhood workforce receive public subsidies due to low wages

have increased, compensation lags behind most other industries, and communities throughout Colorado are facing significant challenges recruiting and retaining a stable early childhood workforce. Ensuring that Colorado has a qualified, consistent and diverse early childhood workforce is critical to supporting the healthy development of children and maintaining a thriving economy.

SUPPORT IMPROVED FAMILY HEALTH & ECONOMIC SECURITY THROUGH A TWO-GENERATION APPROACH

Children living in POVERTY
are more likely to
start SCHOOL at a disadvantage,
have poor HEALTH,
and have lower INCOME as adults

Parents are their children's first and most important teachers. Ensuring that parents have the health and economic supports they need to provide a nurturing home environment and meet their children's basic needs is essential for a child's healthy development. Children who are cared for in stable environments with access to health services, nutritious foods, safe water, stable housing and high quality learning environments are better able to develop the skills they need to

succeed in school and thrive in their communities. Unfortunately, many children are living in environments without these basic supports, which research suggests can lead to poor mental and physical health, less success at school and work, and lower socioeconomic status in adulthood. Colorado should continue to support family health and economic security through state and local programs and ensure that interventions provide opportunities for both children and caregivers.

The ECLC expressly acknowledges the importance of supporting equitable outcomes for all of Colorado's residents and encourages thoughtful inclusion of supports and services for diverse communities.

Preschool Development Grants, 0-5

COLORADO
SHINES BRIGHTER
when
all Colorado children
are ready for school
when entering
kindergarten.



Colorado families have access to quality early childhood education programs of their choosing which best meet the needs of their child.

Friend, family, neighbor, and parental care environments are enhanced to become enriching environments that support children's social, emotional and cognitive development.

Colorado's birth to five system is coordinated and aligned to enhance resources available to parents and to support quality relationships.



Department of Human Services

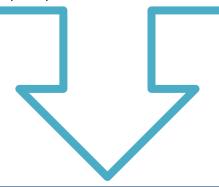
Preschool Development Grant, 0-5: Year 1 Activities

ACTIVITY 1: Needs Assessment

Conduct or update a periodic, statewide birth through five needs assessment of the availability and quality of existing programs in the State, including such programs serving the most vulnerable or underserved populations and children in rural areas, and, to the extent practicable, the unduplicated number of children being served in existing programs and, to the extent practicable, the unduplicated number of children awaiting service in such programs.

ACTIVITY 2: Strategic Plan

Develop or update a strategic plan that recommends collaboration, coordination, and quality improvement activities (including activities to improve children's transition from early childhood care and education programs into elementary schools) among existing programs in the State and local educational agencies. Such a plan shall include information that identifies opportunities for, and barriers to, collaboration and coordination among existing programs; recommend partnership opportunities that would improve coordination, program quality, and delivery of services; build on existing plans and goals with respect to early childhood care and education programs; and describes how accomplishing each of these previously mentioned requirements will better serve children and families in existing programs and how such activities will increase the overall participation of children in the State.



FEDERAL REVIEW AND APPROVAL OF THE NEEDS ASSESSMENT AND STRATEGIC PLAN

ACTIVITY 5: Quality Improvement

After activities one and two are completed, improve the overall quality of early childhood care and education programs in the State, including, but not limited to, developing and implementing evidence-based practices (as defined in this notice), improving professional development for early childhood care and education providers, and enhancing learning opportunities for children.

ACTIVITY 3: Parental Choice and Knowledge

Maximize parental choice and knowledge about the State's mixed delivery system of existing programs and providers by ensuring that parents are provided information about the variety of early childhood care and education programs for children from birth to kindergarten entry in the State's mixed delivery system, and promoting and increasing involvement by parents and family members, including families of low-income and disadvantaged children, in the development of their children and the transition of those children from an early childhood care and education program into an elementary school.

ACTIVITY 4: Share Best Practices

Share best practices among early childhood care and education program providers in the State to increase collaboration and efficiency of services, including to improve transitions from such programs to elementary school.



BYLAWS OF THE EARLY CHILDHOOD LEADERSHIP COMMISSION

ARTICLE I. PURPOSE

Section 1- Name

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

Section 2- Purpose

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

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

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

Statewide leader

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

Subject matter expert

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

Communicator and connector

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

ARTICLE II. ESTABLISHMENT OF ECLC

Section 1- Legislative Declaration

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

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

ARTICLE III. DUTIES AND FUNCTION OF ECLC

Section 1- Duties

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

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

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



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

Section 2- Staff Duties

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

ARTICLE IV. MEMBERSHIP

Section 1- Composition of Voting Members

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

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

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

The commissioner of education or his or her designee;

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

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

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

Section 2- Appointment and Terms of Membership

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



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

Section 3- Termination of Membership

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

ARTICLE V. COMMITTEES

Section 1- Appointment of Committees

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

Section 2- Definitions

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

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

Section 3- Formation and Membership

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

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

ARTICLE VI. MEETINGS

Section 1- Meeting Schedule

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

Section 2- Voting Procedure of Meetings

Records will be kept of motions made, moving and seconding members, abstentions and votes taken. Whenever possible, consensus shall be used as the operational decision making process. However, the rules contained in the most current edition of *Robert's Rules of Order*, *Revised*, shall govern all



Commission meetings except in instances of conflict between the rules of order and the provisions of law. A simple majority of the voting members of the Commission constitute a quorum for the transaction of business. Members who cannot attend a meeting in person may teleconference and be considered present and part of the quorum.

Section 3- Colorado Open Records Act

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

Section 4- Colorado Open Meetings Law

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

ARTICLE VII. MEETING PROCEDURES

Section 1- Meeting Materials

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

Section 2- Public Comment Procedures

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

Section 3- Presentations

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

Section 4- Key Communications

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



ARTICLE VIII. CONFLICT OF INTEREST

Section 1- Policy

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

ARTICLE IX. ANNUAL REVIEW AND AMENDMENTS

Section 1- Review

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

These bylaws are approved on _____ and supersede previous versions of polices and/ or bylaws adopted by the Commission.



Race to the Top Early Learning Challenge Grant





In 2012, Colorado was awarded \$44.8 million in grant funding through the federal Race to the Top - Early Learning Challenge grant. The grant provided funding to accelerate the state's plan to improve school readiness for all children, particularly those children with high needs.

Goals and Progress



Original Goal: Increase effective state and local coordination for early learning and development initiatives.

Accomplishments:

- Developed coordinated, cross-agency strategy to ensure ongoing, effective implementation of key system reform.
- Promulgated rule to improve community-level infrastructure to address systems of change needed to improve outcomes for young children and families via the Early Childhood Councils.
- Developed new, integrated data systems to better track the progress of early learning programs, quality investments and progress over time.
- Aligned eligibility funding to support local program quality improvement plans that prioritize programs serving children with high needs.



Original Goal: Develop and use a statewide, high-quality early learning and development standard.

Accomplishments:

- Integrated the Early Learning and Development Guidelines (ELDG) within all early learning system elements to create a universal understanding of how children learn and grow.
- Launched EarlyLearningCO.org to provide information in a more digestible format.
- Created videos that highlight actions parents or caregivers may take to encourage ageappropriate learning and development.
- Launched a paid media campaign promoting the ELDG's among parents and informal caregivers of children 0-5 years old.



Original Goal: Launch an improved Tiered Quality Rating and Improvement System for all licensed child care and early learning programs, and increase the number of programs at the highest level of quality.

Accomplishments:

- As of December 2017, family child care homes, child care centers and school based programs, serving 151,652 children, are participating in the new TQRIS.
- As of December 2017, there were 36.7% of center-based child care programs that were rated at a high quality level (Level 3-5).
- In year four (2016) and year five (2017), Colorado observed higher rates of engagement by QRIS-eligible child care licensed centers at Levels 2 or higher (24.1% and 30.8%, respectively) compared to the original target (19.7%). Engagement increased to 51.8% by December 2017
- Child enrollment in CCCAP in high quality early care and learning programs increased from 18.7% to 55.0% from August 2013 to December 2017.
- Percentage of Colorado communities with access to slots for CCCAP subsidies in high quality facilities increased from 25.4% in April 2016 to 38.3% in December 2017.



Original Goal: Prepare effective early learning professionals by employing a state-of-the-art workforce competency ladder in all education and training opportunities.

Accomplishments:

- All community colleges have aligned the learning objectives to the Colorado Competencies for Early Childhood Educators and Administrators, the Early Childhood Workforce Competency Framework. 70% have aligned to the individual early childhood education course activity and assessment level.
- 2 and 4 year institutions of higher education implemented an updated Statewide Transfer Articulation Agreement to better align coursework to the Early Childhood Competencies.
- All (8/8) of the public universities are aligned to the course activity and assessment level.
- Since the Early Learning Professional Credential became available in 2015, 3,031 of the 11,063 (27%) professionals that have an Early Childhood Professional Credential have advanced at least one level.
- Established three reports to be used to assess competency levels and progress both statewide and by communities, the Aggregate Credentials Report, the Credential Movement Report, and the Competency Drilldown Report.



Original Goal: Enable child-focused instruction and allow the state to better gauge children's readiness through the expansion of the assessment of children before kindergarten. Prior to kindergarten, 3,500 additional children with high needs will receive individual support by participating in the state's Results Matter assessment program.

Accomplishments:

- Supported the tiered expansion of the Results Matter program to serve more children with high needs from birth through five years of age. Results Matter provides authentic, psychometrically sound child assessment that captures developmental progress over time.
- During the course of the grant the project has exceeded this target by serving an additional 1,016 children for a total of 4,516 children served.
- Supported Early Head Start, Head Start and School Readiness Quality Improvement Programs not participating or only partially participating
- Supported family child care homes and child care centers that serve children with high needs.





Original Goal: Enable child-focused instruction and allow the state to better gauge children's readiness through a universal kindergarten assessment.

Accomplishments:

- Implemented statewide kindergarten assessment Senate Bill 08-212, Colorado Achievement Plan for Kids (CAP4K) requires every child in state funded kindergarten have an individual readiness plan informed by a Colorado State Board of Education approved school readiness assessment.
- In the 2016-17 school year 98% of school districts implemented kindergarten school readiness assessments. This percentage increased to 99% in the 2017-18 school year.
- Based on feedback from district leaders, and kindergarten teachers, CDE identified assessment implementation options districts could choose from to best meet their local needs.
- The focus on regional and individualized professional development, training and technical assistance for kindergarten teachers and administrators continues to be on the use and value of the school readiness assessment.
- As required by Colorado law (Section 22-7-1004 (2) (b) C.R.S.), in March 2016, the State Board of Education voted to adopt a system for reporting school readiness data.
- The first state kindergarten school readiness collection occurred October 2017 through December 2017. 100% of school districts reported data to this collection.
- School Readiness Assessments used to increase targeted, individualized instruction, inform teaching practices and show student growth
- The school readiness baseline was established in the 2017-18 school year with the first data collection. The Department will review data submitted and produce an annual report each February with levels of school readiness.