

Until we get started...

Here are some helpful reminders

- If you are having trouble hearing the webinar and are participating using your computer's audio please switch the audio options from "Computer audio" to "Phone call".
- To listen using your phone's audio, and after dialing the phone number and Access Code, please dial your **Personal Audio PIN**.
- Please utilize the chat or questions box throughout the meeting for questions or comments.
- If you would like to be unmuted anytime throughout the meeting please type into the chat box that you would like to make a comment and we will unmute you.

ECLC

Early Childhood Leadership Commission

Program Quality & Alignment Subcommittee

Friday, January 10, 2020 - 9:00-11:00am

The Colorado Health Foundation 1780 Pennsylvania
St, Denver, CO 80203, USA

[https://attendee.gotowebinar.com/register/7611298
177930014465](https://attendee.gotowebinar.com/register/7611298177930014465)



Welcome and Review of Minutes

- Please type your name and organization you are representing into the chat box for introductions.
- Review meeting objectives
- Approval of meeting minutes from December 13, 2019



Preschool Development Renewal Grant
Lindsey Dorneman

COLORADO SHINES BRIGHTER

PRESCHOOL DEVELOPMENT GRANT BIRTH THROUGH FIVE

Ensuring all Colorado children are ready for school when entering kindergarten.



**COLORADO
SHINES
BRIGHTER**

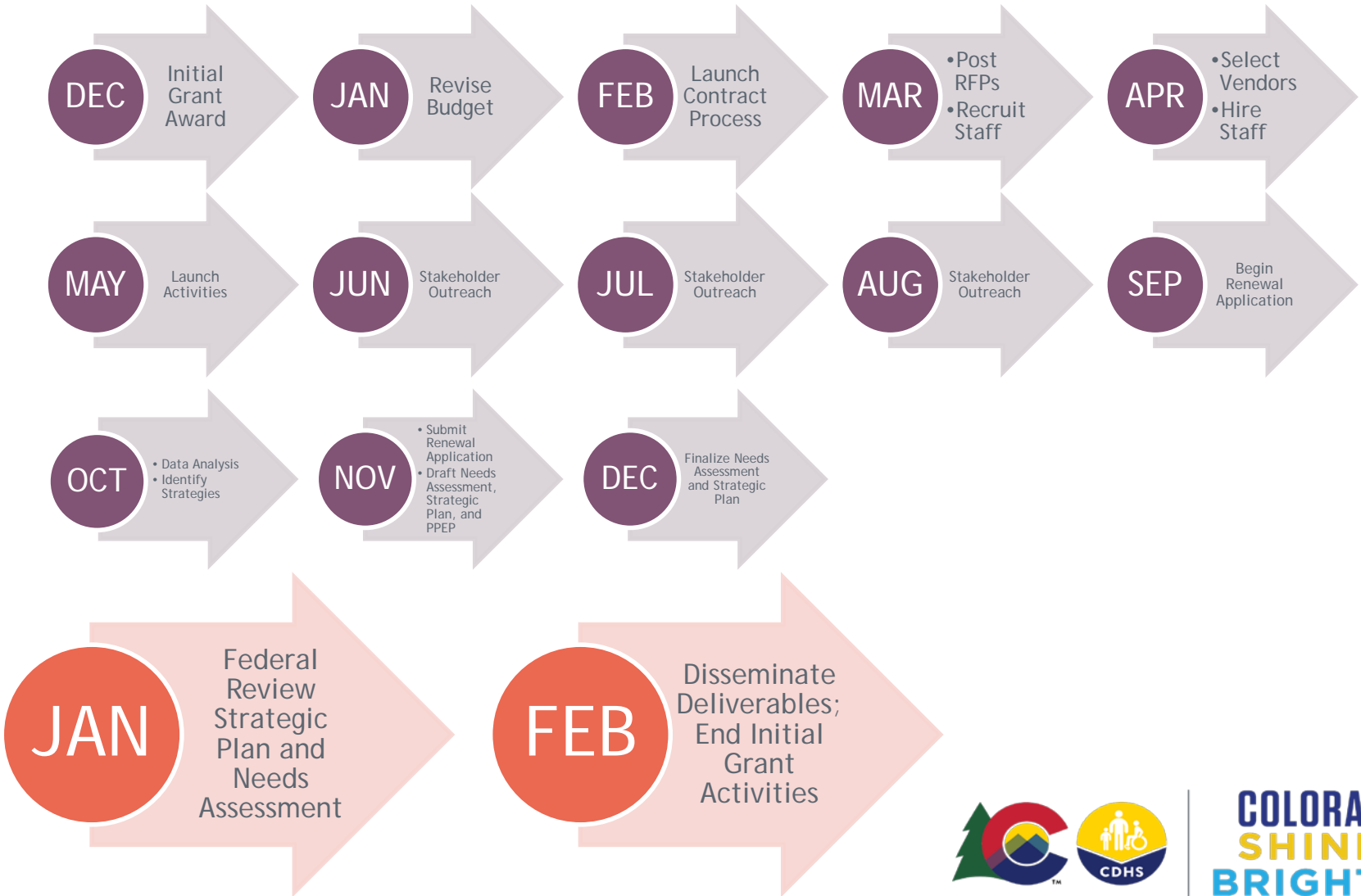
Outcomes

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



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Timeline



PDG B-5 Renewal Grant

- \$11,171,909 per year for three years (~\$33.5 million)
- Expand or build upon initial PDG B-5 grant work.
- Implement collaboration, coordination, and quality improvement activities among existing programs in the state's mixed delivery system as detailed in the strategic plan.
- Expand access to existing programs and develop new programs to address the needs of children and families eligible for, but not served by, existing early childhood education (ECE) programs.
- More effectively coordinate with existing ECE programs, engage parents, prepare children to enter kindergarten ready to succeed, and improve transitions from ECE programs to the local educational agency or elementary school.



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Strategic Plan and Renewal Grant

ACTIVITY	TIMELINE	IMPLEMENTATION LEADS	APPROACH	CONTEXT
Statewide Birth through Five Strategic Plan (Roadmap)	5 years 2020-2025	Multiple Partners: Governor's Office, State and Local Agencies, ECLC, Other Stakeholders	Needs Assessment Family and Stakeholder Engagement	Early Childhood Colorado Framework State Landscape
PDG B-5 Renewal Grant (Funding)	3 years 2020-2022	Colorado Department of Human Services	Needs Assessment Family and Stakeholder Engagement	Initial Grant Activities Scoring Criterial Strategic Plan

Role of the PQA Subcommittee

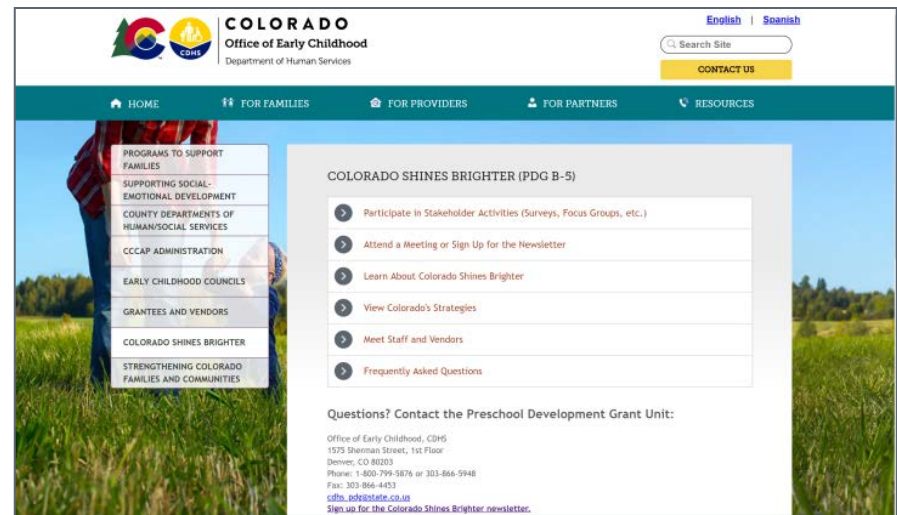
- Advisory body
- Stakeholder engagement and outreach
- *Colorado Shines Brighter Strategic Plan* Champion
 - Identify ownership of strategies not implemented through PDG (👉 symbol)
 - Support annual strategic plan updates
 - Identify additional opportunities for alignment and coordination (funding, policy, service delivery, etc.) to maximize the programs, services and financial assistance available to children birth through five and their families



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SHINES
BRIGHTER**

Questions?

- ColoradoOfficeOfEarlyChildhood.force.com/oec/pdgb-5
 - Project updates
 - Meetings and webinar recordings
 - Newsletter sign-up form
- Contact
 - CDHS_PDG@state.co.us

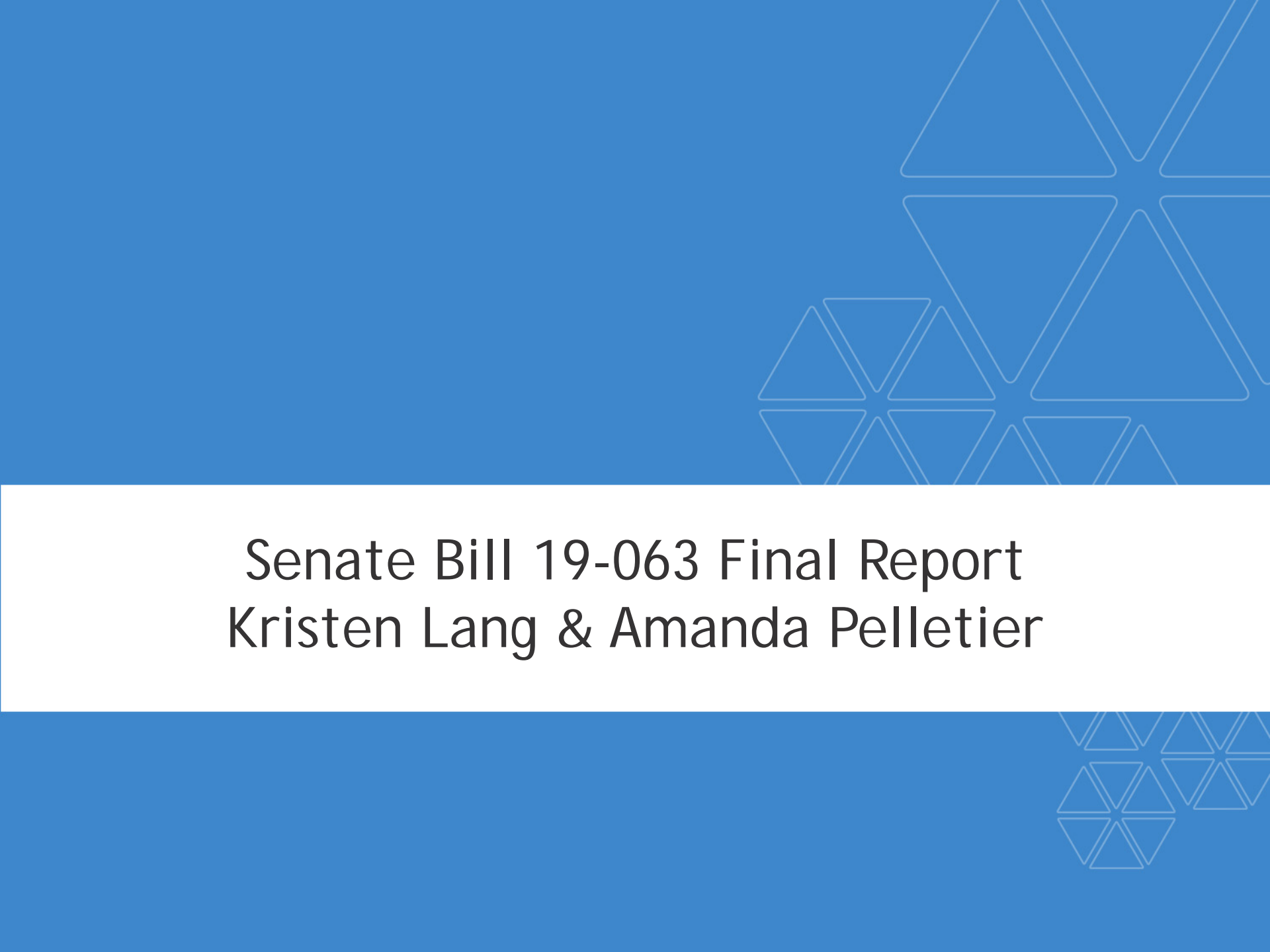


Thank you!

The project described is supported by the Preschool Development Grant Birth through Five Initiative (PDG B-5), Grant Number 90TP0009-01-00, from the Office of Child Care, Administration for Children and Families, U.S. Department of Health and Human Services. Its contents are solely the responsibility of the authors and do not necessarily represent the official views of the Office of Child Care, the Administration for Children and Families, or the U.S. Department of Health and Human Services.



**COLORADO
SHINES
BRIGHTER**



Senate Bill 19-063 Final Report
Kristen Lang & Amanda Pelletier

Senate Bill 19-063:

Concerning a Strategic Action Plan
to Address Infant and Family Child
Care Home Shortages in Colorado



COLORADO
Office of Early Childhood
Department of Human Services

Summary

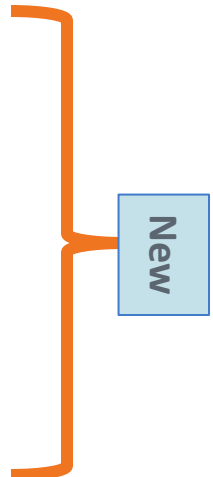
Requires the Department of Human Services, in consultation with the Early Childhood Leadership Commission (ECLC) and various stakeholders, to draft a strategic action plan addressing the declining availability of family child care homes and infant child care.

The strategic plan is to be submitted to the legislature by December 1, 2019.

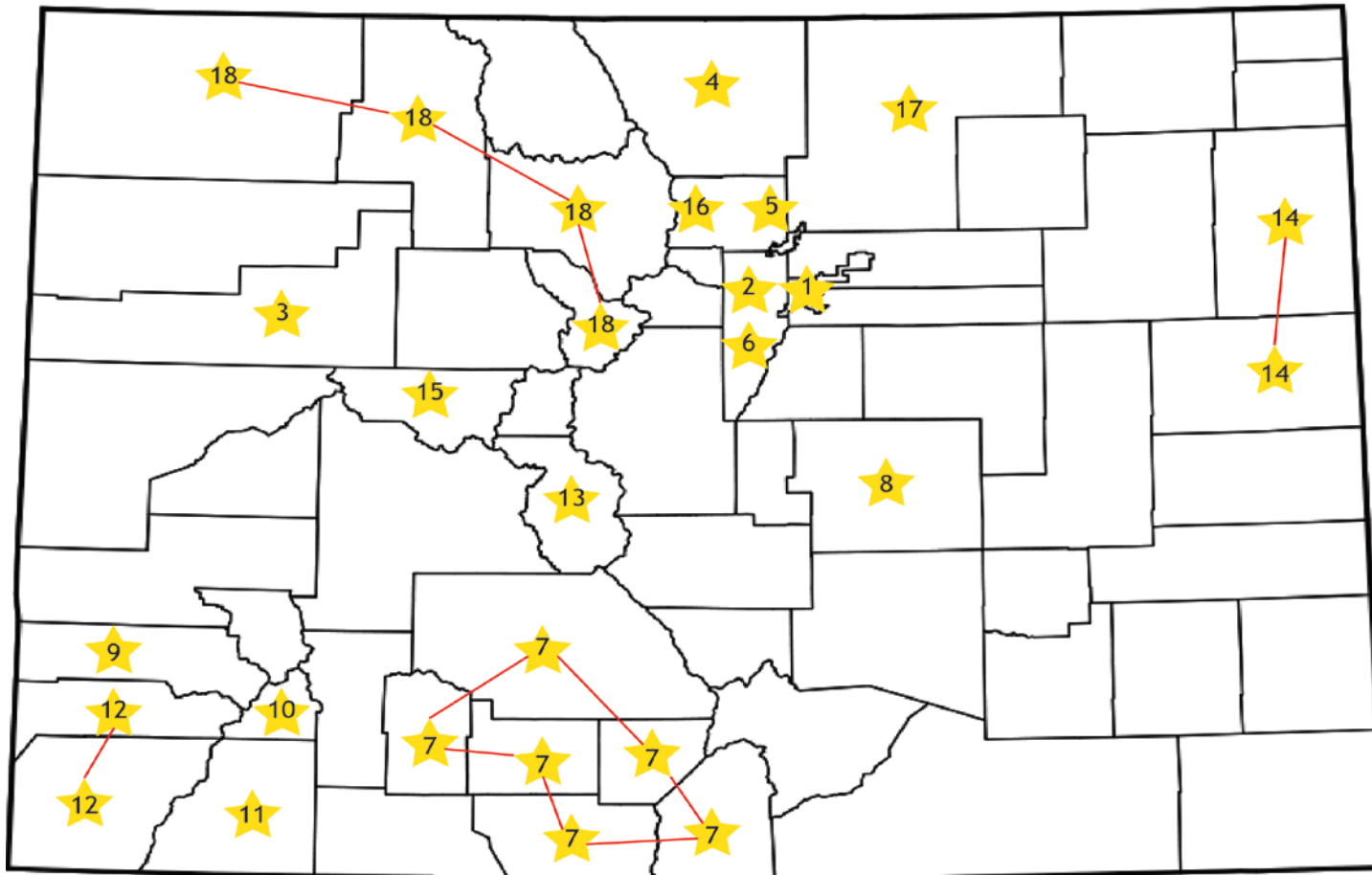


Timeline

Month	Activity
July	<ul style="list-style-type: none">• Finalize plan for implementation of bill and data collection• Start stakeholder outreach• Begin data collection
August	<ul style="list-style-type: none">• Stakeholder outreach• Contract with Strategic Action Plan vendor
September	<ul style="list-style-type: none">• Complete stakeholder outreach• Compile data and stakeholder recommendations
October	<ul style="list-style-type: none">• Develop list of OEC- approved recommendations• Collect stakeholder feedback on list by survey• Convene small group of stakeholders to determine final recommendations
November	<ul style="list-style-type: none">• Complete Strategic Action Plan• Complete costing out of recommendations
December	<ul style="list-style-type: none">• Submit Strategic Action Plan to legislature



SB63 Community Conversations



- 1) Denver
- 2) Lakewood
- 3) Garfield County
- 4) Larimer County
- 5) Boulder County
- 6) Jefferson County
- 7) San Louis Valley (Alamosa, Conejos, Costilla, Mineral, Rio Grande, and Saguache counties)
- 8) El Paso County
- 9) Telluride
- 10) San Juan Region
- 11) La Plata County
- 12) Montezuma & Dolores Counties
- 13) Chaffee County
- 14) Yuma and Kit Carson Counties
- 15) City of Aspen
- 16) Longmont
- 17) Weld County
- 18) Grand/Summit/Routt/Moffat



FINAL SB63 REPORT



COLORADO
Office of Early Childhood
Department of Human Services

Check out the Senate Bill 19-063 Infant and Family Child Care Action Plan Report



Early Childhood Leadership Commission



We improve outcomes for young children birth to age eight and their families by advancing the alignment, coordination, and efficiency of programs and services.



COLORADO
Office of Early Childhood
Department of Human Services

English | Spanish

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HOME | FOR FAMILIES | FOR PROVIDERS | **FOR PARTNERS** | RESOURCES

- PROGRAMS TO SUPPORT FAMILIES
- SUPPORTING SOCIAL-EMOTIONAL DEVELOPMENT
- COUNTY DEPARTMENTS OF HUMAN/SOCIAL SERVICES
- CCCAP ADMINISTRATION
- EARLY CHILDHOOD COUNCILS
- GRANTEES AND VENDORS
- COLORADO SHINES BRIGHTER
- STRENGTHENING COLORADO FAMILIES AND COMMUNITIES
- SENATE BILL 19-063

SENATE BILL 19-063: CONCERNING A STRATEGIC ACTION PLAN TO ADDRESS INFANT AND FAMILY CHILD CARE HOME SHORTAGES IN COLORADO

Background

Since 2010, Colorado has seen a decline of 1582 family child care homes (FCCH) and a resultant decline in more than 7300 licensed infant slots. These trends are concerning. The availability of safe, quality, licensed infant care is critical for working Colorado families. Additionally, family child care homes play an important role in our early childhood care and education system, offering families a smaller environment; the accommodation of nontraditional hours; and convenient, available licensed care where centers do not exist. In response to these trends, Senate Bill 19-063 requires the Department of Human Services, in consultation with the Early Childhood Leadership Commission (ECLC) and various stakeholders, to study the reasons for the declining availability of family child care homes and infant child care. Following this study, a Strategic Action Plan with recommendations to address the shortages is to be drafted and submitted to the legislature by December 1, 2019.

[View the final report HERE.](#)

Colorado Senate Bill 19-063
Infant and Family Child Care Action Plan:
A strategic action plan to address infant and family child care home shortages in Colorado.



COLORADO
Office of Early Childhood
Department of Human Services

Recommendations



COLORADO
Office of Early Childhood
Department of Human Services

Recommendation Pages

Operational Support Recommendations



Provide financial, business, and professional support to prospective and existing family child care home providers and centers serving infants.

Strategies:

- Fund grants to prospective and existing family child care home providers and centers serving infants in high risk communities, child care deserts, and/or those providing non-traditional hours.
- Fund business consultants/navigators for the pre-licensing processes that address the start-up process, cost, technical assistance, and other resources associated with starting and maintaining a financially sound licensed child care facility.
- Incentivize centers and family child care home providers to continue to access business resources to assure strong and sustainable business practices.¹⁷
- Fund local partners to create staffed family child care networks or micro-center networks that support recruitment and retention of providers offering infant slots. Review the statutory and regulatory environments to determine how well they support such options.



"High-quality early care and learning requires a well-trained and supported workforce."
— National Conference of State Legislatures¹⁸

3

Robust Operational Supports

Robust financial, business, and professional supports and incentives are needed to increase the supply of licensed infant care and family child care homes.

Providing high-quality infant care can be expensive for a licensed center. One reason is that child care licensing rules require a low staff-to-child ratio for infants. Though expensive, this rule is necessary to ensure safe, nurturing care. Very young children use interactions with responsive adults to learn about themselves, others, and the world. Even when they are busy exploring materials or practicing rolling, crawling, and walking, infants check back often with their trusted adult to be sure they are still safe. Babies need to be held and comforted, talked to about everything around them, fed, changed, and always kept safe and healthy. However, the financial cost of complying with the low staff-to-child ratio can lead a center to opt out of caring for infants. Colorado center-based providers cited the high cost related to lower adult-to-child ratios, difficulty finding qualified staff, and lack of space to meet requirements as major barriers to providing infant care.¹⁹

Another fundamental barrier to growing the supply of infant care is that providers often live in poverty, work long hours, and have no benefits such as health insurance, sick days, or vacations; these providers are often eligible themselves for income-based subsidies. In family child care homes, one adult provider cares for a small group of children, often alone, for 10-12 hours a day. To offer nurturing care to infants, providers must have their needs met.

Grants to centers serving infants and family child care homes would increase access to care and support three important and highly vulnerable groups of Coloradans: infants during the foundational period of brain development; working families currently unable to find or afford care; and infant-program teachers and family child care providers who are living in poverty while working full-time jobs. These grants could be used to offset the cost of starting and running a center serving infants or a family child care home, or to help existing providers afford benefits and substitute supports necessary to ensure their well-being and avoid burnout.

Many programs, centers and homes, fail because of poor business practices. In addition to grants, access to business supports is important to increasing the availability of licensed infant care and family child care. Many family child care home providers assume they are just going to care for children. They do not have training or experience in business practices, but are nonetheless solely responsible for things like accounting and taxes. Other states have addressed this by providing grants and loans for start-up funding and ongoing entrepreneurial consultation on business acumen.²⁰ In Colorado, the Small Business Majority and similar resources are underutilized in providing consultation and resources to providers.²¹ By funding business consultants to help soon-to-be licensed providers understand business practices and connect with existing resources, Colorado could help ensure the economic viability of licensed infant care and family child care. Additionally, Colorado could further advance economic stability by incentivizing providers to continue accessing these operational supports after being licensed.

In addition to these crucial actions, funded supports such as staffed family child care networks or micro-center networks (described in Appendix C) could provide further operational support to family child care homes or providers interested in serving infants.

4



Statutory Requirements

- Strategies that will:
 - reduce obstacles to obtaining and retaining a family child care home license
 - address reasons why providers stop operating licensed family child care homes
 - address reasons why licensed family child care homes and licensed child care centers do not provide infant care,
- Laws or policies related to building, zoning, land use, business licensing, and property tax laws for state and local jurisdictions that would improve conditions for operating licensed family child care homes or providing infant child care.



1. Operational Supports

Provide financial, business and professional support to prospective and existing family child care homes and centers serving infants.

- business consultants/navigators for pre-licensing - startup process, cost, technical assistance, and other resources to support financially sound licensed child care facility
- funding local partners to create staffed family child care networks or micro-center networks that support recruitment and retention of providers offering infant slots



2. Professional Development

Increase access to training and professional supports that enable infant care professionals and family child care providers to provide high-quality care.

- additional accessible professional development trainings recognizing needs of infant-program teachers and family child care providers utilizing provider input
- review and revise rules to assess the frequency of required trainings and provide more opportunity for other professional development



3. Child Care Licensing

Add resources to the child care licensing process to increase support and training to providers and decrease time to obtain a background check.

- additional state-based licensing specialists to reduce caseloads from 1:85 to 1:50, allowing TA, guidance, training, and mentoring to prospective and existing providers
- additional background-check staff for quicker processing



4. Regulation

Clarify, coordinate, and resolve differences among state and local regulatory agencies to remove administrative and financial burdens and assure safe environments for children in family child care homes.

- OEC, local regulatory entities, other relevant state agencies, and professional associations:
 - develop a coordination strategy re: regulatory and policy changes;
 - engage in cross-training;
 - establish importance of and need for licensed infant care and FCCH; and
 - study effect of local regulations on the availability of care.

- legislation requiring local regulatory entities to treat FCCH as residences for regulatory purposes and HOAs allowing regular FCCH

V.

- require OEC to educate local entities on the benefits of establishing favorable regulatory landscapes to FCCH (i.e. adopting Appendix M if they are using the International Building Code)



5. Policy Review

Examine how early education (and other) policies impact availability of infant care and family child care homes.

- ensure mixed delivery system of early childhood education
- require ECLC to examine policies, programs and data through the lens of impact on availability of licensed infant care and FCCH with guidance from stakeholder groups



Further Recommendations

- use stakeholder feedback and existing data, such as waivers, to identify regulatory changes to increase licensed infant care and FCCH
 - Change age in family child care home age-restrictions to no more than two under 18 months
- reform CCCAP to incentivize infant care and FCCH
 - Lower co-pays for CCCAP families to reduce the financial risks/costs to providers when families cannot pay.



Appendices

- Cost of strategies
- Other supported work
- Staffed FCCH and micro-center networks
- Statutory link of strategies
- Stakeholder outreach
- Collected data



Next Steps

- Distribution plans
- Stakeholder implementation





FAMLI Coalition
Jacy Montoya Price and Hunter Railey



Paid Family and Medical Leave

Presentation to the Program Quality and Alignment Subcommittee of the
Early Childhood Leadership Commission

Agenda

- Introduction to the FAML I Coalition, Raise Colorado, and Small Business Majority
- The early childhood case for paid family and medical leave
- FAML I Task Force Update
- Coalition Policy Considerations
- Ways to get engaged!



- Diverse coalition of partners focused on paid family and medical leave, including:
 - Community organizations
 - Health groups
 - Children and Infant/Toddler advocates
 - Business groups
 - Policy organizations



About Small Business Majority

- **Small business education and advocacy organization** – founded and run by small business owners. Been in business since 2005.
- **National** – 6 offices in Washington, D.C., California, Colorado, Illinois, Maryland and Virginia
- **Focus on issues of top importance to small businesses** (<100 employees) and the self-employed, including access to capital, healthcare, retirement, entrepreneurship, taxes and more; work supported by extensive research
- Our online resource hub located at **Venturize.org** brings resources and education to small business owners in key areas of running and growing a small business.



Raise Colorado is a **statewide coalition** that takes collective action to promote bold public policy and change public perception regarding the **health and well-being of pregnant people, new families, infants, and toddlers**. The issues we work on include:

- Quality, affordable child care
- Time for parents to bond with their babies
- Healthy emotional development
- Strong physical health and nutrition



The early childhood case for paid family and medical leave

The early childhood case for paid leave

- Paid family and medical leave bolsters child and maternal health, child development, and involved parenting.
- Paid leave is associated with reduced infant mortality.
- Each week of paid leave up to 12 weeks also reduces the odds of a new mother experiencing symptoms of postpartum depression.

The early childhood case for paid leave

- Fathers who take two or more weeks off after the birth of a child are more involved in that child's direct care nine months after birth than fathers who take no leave.
- Paid leave helps ensure that children grow up in families that are financially secure, which further supports their healthy development.
- Paid leave helps with income stability for families with new children.

Connecting back to the Early Childhood Framework





FAMLI Task Force Update

Task Force Update

- Created by SB190188 and convened in July, 2019 to analyze policy options, and develop formal recommendations.
- Comprised of 15 members including business, policy organizations, worker advocate groups, private insurance companies, university professors, organized labor, and more appointed by the Governor and House & Senate members

Task Force Update

- Task Force convened between July and December 2019 to discuss full range of policy options, review expert reports and more than 900 public comments, and an actuarial study analyzing the solvency of a low benefit and high benefit paid leave program.
- Task Force used information to discuss and vote on final recommendations for legislature. [Report delivered to legislature](#) on January 8, 2020

Task Force Update

- The report shows the Task Force was unanimous on 14 recommendations, including:
 - Regulation and management by the State's Labor Department,
 - Coverage of both family and medical leave (including time off for military caregiving needs or domestic violence),
 - Allows self-employed workers to participate
 - Allows employers to offer their own equivalent PFML plans in place of a state plan.

Visit famli.cdle.co
to access all of the Task
Force materials and
reports.



Coalition Policy Considerations

Key Coalition Policy Considerations

- Affordable
- Accessible
- Adequate

Affordable

- Lowest premium possible so affordable for lowest wage workers and smallest businesses.

Accessible

- All workers covered, because all workers will face a life event like serious illness or a new child at some point in their careers.
- Options for self-employed people and other to buy in to meet their needs.
- Portable, moves with the worker to accommodate today's mobile and entrepreneurial workforce.

Adequate

- Long enough length of leave to meet the diversity of needs.
- Covers who you love.
- Pays enough so that workers can afford to take the time they need without fear of falling behind on bills.
- Ensures that workers won't lose their jobs if they need to take medical or family leave.



Raise Your Voice!

What Can You Do to Support Paid Family Leave?

- Educate others (friends, family, colleagues, policymakers, influencers) about the benefits of PFML for young children and their families - non-lobbying approaches to support PFML
- Collect stories about the positive impacts of PFML and/or the negative impact when paid leave is not available
- Join the FAMLII coalition

Questions?



Stay connected!

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Advocacy Manager

Colorado Children's Campaign &
Raise Colorado

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Colorado Department of Education (CDE) Update

Melissa Colzman





PQA Working Groups Update

PQA Working Group Update

- Early Childhood Professional Development (ECPD) Advisory Group
- Framework Working Group

Early Childhood Professional Development (ECPD) Priorities for 2020

Rank	Category	Objective Information	Opportunities for the Future
1	Workforce	Obj 1, b. Establish clearly-defined, shared terminology for different roles and credentials that cross settings and sectors	<ul style="list-style-type: none"> • Head Start terminology • Power to the Professional terminology • Child care licensing rules
2	Recruitment and Retention	Obj. 1, g. Explore relationships with early childhood councils to develop professional learning communities to share effective strategies around recruitment, retention, and improving educator efficacy.	<ul style="list-style-type: none"> • Consult talent recruitment experts • Have members of PDG and ECPD group go to ECC meetings in rural communities to discuss • Ensure we have stackable pathways and credentials
3	Compensation	Obj 1, f. Explore relationships with early childhood councils to develop professional learning communities to share effective strategies around enhancing compensation, including wages and benefits.	<ul style="list-style-type: none"> • Bring in experts to talk about cliff effect • Consult with health insurance co-ops to understand benefits possibilities • Check if any states have addressed compensation successfully
4	Recruitment and Retention	Obj 4, b. Identify barriers and convene a roundtable to identify solutions to successfully recruit and retain people of color in leadership roles.	<ul style="list-style-type: none"> • Bell Policy Center • Dr. Rosemarie Allen, Institute for Racial Equity & Excellence • Niki Gill, Institute for Racial Equity & Excellence • Significant need for scholarships for higher education to support Spanish and bilingual cohorts

PQA Working Group Update

- Early Childhood Professional Development (ECPD) Advisory Group
- Framework Working Group



Early Childhood Colorado Framework

About the Framework

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

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

Frame

Framework History, Resources and Tools

Share

Share your organization's contributions to the Framework Outcomes

Learn

Learn about other programs and how they advance the Framework

See How Colorado is Doing

[View Research and Data on Early Childhood in Colorado](#)

Early Childhood Colorado Framework:

A SHARED VISION

Colorado's Early Childhood Framework website is a resource for county commissioners, policy makers, funders, state leaders and YOU to advance your local early childhood system.

Colorado Leads the Way in Early Childhood—
Let's Keep It Going!

EarlyChildhoodFramework.org

Share how your work ensures children are valued, healthy and thriving. Not only will you be helping to advance local and state early childhood systems, but you'll be entered into a drawing for \$100.

Don't be left out—make sure your organization is on the website!



For more information, or for assistance completing the profile, please contact Info@earlychildhoodframework.org



FIRST SIGN UP

Go to EarlyChildhoodFramework.org

1. Select SHARE then select REGISTER
2. Fill in information
3. Receive an email to activate account
Watch for verification email within one week



THEN ADD PROGRAMS

It only takes a few minutes

1. Select SHARE and LOGIN to account
2. Select CREATE PROGRAM and complete information on a program
3. Save changes
4. Select CREATE PROGRAM to add another program



EarlyChildhoodFramework.org

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Reports Search

Use this page to connect to relevant informational reports and resources that address early childhood issues in Colorado, organized by the *Framework* Domains, Populations Served and Keywords.

> Domain

> Population

> Keywords

Order By Date Title

Search for specific text in the report title and description:

Search Reports

Reset

Do you know of a report or dataset that should be included?

Submit it for Consideration

2018 KIDS COUNT!

Posted July 17, 2018

The 2018 edition of KIDS COUNT in Colorado! examines child well-being trends across the 25-year history of the comprehensive report on child well-being. From plummeting infant mortality rates to a concerning rise in teen suicides, the anniversary edition of the KIDS COUNT report offers a long-term look at how Colorado kids are faring—and what ... [Read more >](#)

Impact of Adverse Childhood Experiences on Adult Health in Colorado

Posted March 13, 2018

Adverse childhood experiences (ACEs) are traumatic or stressful experiences, such as abuse, which occur during childhood or adolescence. Existing research shows that these negative early life experiences have long-lasting effects on an individual's well-being. However, the burden of these experiences among Colorado adults was previously unknown. This study evaluated ten types of ACE: emotional abuse, physical abuse, sexual abuse, emotional neglect, ... [Read more >](#)

Early Childhood Colorado Partnership: Shared Data Agenda

Posted March 12, 2018

The ECCP Shared Data Agenda 2 (Data Agenda) was collaboratively developed by partners on this team between November 2015 and January 2017 in order to drive shared measurement and collective impact on early childhood measures in alignment with the Early Childhood Colorado Framework (the Framework). The Framework is a shared vision for Colorado's young children ... [Read more >](#)



Public Comment and Member Updates



Next Steps and Adjourn

- Agenda Topics for Future Meetings

Next Meeting:
ECLC Program Quality & Alignment
Friday, March 13, 2020
from 9:00-11:00 am

