



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: 8/26/2021
ECLC Waiver Decision and Conditions: This recommendation was approved unanimously by the Early Childhood Leadership Commission on 8/26/2021.