



Thursday, April 27, 2023

9:30 am - 12:30 pm

Google Hangouts: <https://meet.google.com/xzy-mmob-gqs>

Or by phone: 732-639-1054 PIN: 201 587 780#

Meeting Materials:

[www.earlychildhoodcolorado.org/eclc-meeting-information](http://www.earlychildhoodcolorado.org/eclc-meeting-information)

## AGENDA

---

### Meeting Objectives:

- Approve the February 23, 2023 Meeting Minutes
  - Hear updates from CDEC and other state departments and consider ways to support current efforts
  - Learn about CDEC's current data and technology efforts and provide feedback
  - Provide feedback on current workforce development planning efforts
  - Learn about the current status of the *Early Childhood Colorado Framework* refresh
  - Provide final feedback on ECLC Strategic Plan and determine next steps
  - Hear comments from the Early Childhood Community
- 

- |                |  |
|----------------|--|
| 9:30-9:40 am   | Welcome and Introductions (Susan Steele, ECLC co-chair) <ul style="list-style-type: none"><li>• Welcome Glenn Robinson and Shannon Wilson</li><li>• <b>ACTION:</b> Approve the February 23, 2023 Meeting Minutes</li></ul> |
| 9:40-10:10 am  | Colorado Department of Early Childhood Updates (Lisa Roy, Executive Director, CDEC) <ul style="list-style-type: none"><li>• Universal Preschool Updates (Dawn Odean, CDEC)</li></ul>                                       |
| 10:10-10:35 am | CDEC Data and Technology Update /Comprehensive Analysis Project (Colleen Lynn, Valeri Limes, and Stephanie Stout-Oswald, CDEC)   |
| 10:35-11:00 am | ECLC Strategic Plan Final Draft Review (Strategic Plan Working Group)  |
| 11:00-11:10 am | Break  |
| 11:10-11:20 am | Public Comment and Commissioner Updates (Tammi Hiler, ECLC co-chair)   |
| 11:20-11:35 am | <i>Early Childhood Colorado Framework</i> Refresh Update (Nicole Sharpe and Leila Sammänder, School Readiness Consulting)  |
| 11:35-12:00 pm | CDEC Workforce Division Updates (Angela Ben-Zekry, CDEC)   |

**12:00-12:25 pm** State Agency Updates

- Colorado Department of Human Services (Minna Castillo Cohen)
- Colorado Department of Higher Education (Sondra Ranum)
- Colorado Department of Health Care Policy & Financing (Robert Werthwein)
- Colorado Department of Education (Floyd Cobb)
- Colorado Department of Public Health & Environment (Rachel Hutson)

**12:25-12:30 pm** Co-Chairs' Next Steps and Final Thoughts (Sue Renner, ECLC co-chair)

**12:30 pm** Adjourn

---

**ECLC 2023 Meeting Schedule**

- February 23, 2023
- April 27, 2023
- June 22, 2023
- August 24, 2023
- October 26, 2023
- December 21, 2023

---

*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 June 22, 2023 from 9:30am to 12:30pm.

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



# Early Childhood Leadership Commission February 23, 2023 ~ 9:30am - 12:30pm

## MINUTES

### Meeting Objectives:

- Approve the December 15, 2022 Meeting Minutes
- Listen to the CDEC's First Annual SMART Act Presentation and learn about progress and opportunities ahead for the Department
- Provide Guidance on UPK Quality Standards
- Learn about and provide feedback on statewide strategic planning efforts including:
  - Early Childhood Leadership Commission Strategic Planning
  - Early Childhood Workforce Planning
  - *Early Colorado Childhood Framework* Refresh
- Hear comments from the Early Childhood Community

---

**Attendees:** Floyd Cobb, Heather Craiglow, Jasmin Ramirez, Jeanne McQueeney, Lisa Roy, Lucinda Burns, Nicole Riehl, Whitney LeBoeuf, Rachel Hutson, Robert Werthwein, Susan Steele, Jake Williams, Maria Tarajano Rodman, Adeeb Khan, Happy Haynes, Sue Renner, Kristina Heyl

### Welcome and Introductions

Tammi Hiler called the meeting to order at 9:33am. She asked for a motion to approve the December 15, 2022 meeting minutes. Happy Haynes motioned to approve the minutes as drafted, Heather Craiglow seconded, and the minutes were approved unanimously.

### Colorado Department of Early Childhood (CDEC) - SMART Act Presentation

Mary Alice Cohen, CDEC, provided a recap of the Department's first SMART Act presentation, which was presented to the state legislature last month. State departments are required to present these updates to legislators each year. The presentation included an overview of the Department's vision and mission; organizational structure; equity, diversity, and inclusion strategies and work; information about the operationalization of the Universal Preschool Program; objectives and work of the Department's divisions and units; the Department's wildly important goals; and the legislative agenda and budget priorities.

Commissioners asked questions on the following topics: how the Department streamlines functions to ease administrative burden on families and providers; plans to engage Family, Friend, and Neighbor (FFN) providers in universal preschool (UPK); plans to communicate to families and providers that the goal remains to streamline processes and reduce burdens and that this goal is still a work in progress; trends in access and availability of licensed child care across the state; communication with parents to help them know if their children may be eligible for additional services under UPK; language justice regarding Early Intervention services; outreach to Early Head Start providers regarding Early Intervention eligibility and access; and plans for funding programs currently supported by stimulus money once those funds expire.

Please review the [meeting slides](#) and [recording](#) for additional details from the SMART Act presentation.

### Universal Preschool Quality Standards and Discussion

Dawn Odean and Heather Craiglow, CDEC, provided an overview of the plan for developing universal preschool quality standards.

Dawn reviewed the Universal Preschool Division's job openings for LCO Regional Specialists, UPK Specialists, and a Transition Specialist. Next, Dawn shared current UPK family application data. As of February 21,

39,283 applications had been created and 30,185 applications had been submitted. This includes 25,424 four-year-old applications and 4,761 three-year-old applications.

Commissioners asked questions about the ability to drill down in the UPK data, the ability to reach out to families who started but have not yet submitted an application, availability of programming compared to need, how the program accounts for shifts in providers' offerings or families who move during the application window, and weighing continuity of care for families with children already in preschool programs vs. placement of children new to care.

Heather explained that quality standards are centered on well-researched best practices to ensure effective early childhood care and education programming and improve child outcomes. Quality standards must be aligned to the Early Learning and Development Guidelines and to the Colorado Academic Standards. CDEC's Workforce Division, the ECLC Early Childhood Workforce Development Subcommittee, and commissioners will be holding discussions on ideal annual professional development requirements. Standards for instructional practice must include learning through structured activities as well as play, building on prior learning, healthy environments, ongoing informal assessments, and teaching strategies that meet the needs of dual-language learners. Healthy development quality standards should include limiting the use of out-of-school suspension and expulsion; best practices in early childhood mental health; voluntary vision, hearing, dental, and health screenings in the child's home language and/or referrals to appropriate health providers; and voluntary health and development screenings that are developmentally, culturally, and linguistically appropriate.

Next, Heather explained the phases of the quality standards planning. In phase one, which is currently in progress, they will secure a vendor to complete a national scan of current models of quality standards. This phase will also include research, review, and stakeholdering. Phase two will include the development of cross-department standards including workforce, professional learning credentials, and pathways. Phase three will be centered on the development of a resource library, pathways, and a reporting plan.

CDEC will provide continuous updates on the quality standards development process. Heather asked the Commission for assistance in considerations about types of partnerships across the state that could be used to lead collective work around children's health and well-being.

### **Public Comment and Commissioner Updates**

- Melissa Mares, Colorado Children's Campaign, shared updates on the current legislative session. She highlighted two early childhood priority bills. HB23-1091, reauthorization of the Child Care Contribution Tax Credit, is being spearheaded by EPIC and would provide an additional 3-year authorization of a tax credit of 50% for eligible donations to child care. HB23-1186, Remote Participation in Residential Evictions, would allow either party in an eviction proceeding to participate in person or remotely. Melissa also shared the [Colorado Children's Campaign's 2023 Legislative Tracker](#).
- Nicole Riehl, EPIC, provided additional information regarding HB23-1091. This bill has strong bipartisan support and passed the House Finance Committee unanimously. The 3-year timeline will provide an opportunity to evaluate the tax credit's structure, administration, oversight, and potential enhancements. They are also asking for additional collection of data by the Department of Revenue to gain more insight into how the tax credit is being utilized and where it's impacting children and families to truly understand its efficacy. The bill draft also includes the provision of in-kind real estate contributions. The bill language also includes the ECLC as a partner to develop recommendations for how this tax credit is designed and implemented in Colorado.
- Karen Murphy with Motherhead/Fatheread Colorado shared about training for providers who care for children in homes, centers, and preschools as well as home visiting and Early Childhood Council professionals. Participants receive four hours of Colorado Shines credit in teaching practice literacy and also receive support materials and children's literature books. They are willing to work with providers throughout the state. Currently, a private funder is covering costs for all participants in Weld county, and they will raise funds for additional training throughout the state. The training is

offered in both English and Spanish. They are working on developing curriculum and materials in additional languages as well. Anyone with questions can contact Karen at [karen@coloradohumanities.org](mailto:karen@coloradohumanities.org) or on their [website](#).

- Pamela Harris shared about her experiences during her sabbatical.
- State agency updates can be found [here](#).

### **Early Childhood Leadership Commission Priority Projects - Updates and Work Session**

- **Early Childhood Workforce Planning Updates:** Rebecca Vlasin, director of the CDEC Division of Early Childhood Workforce, discussed how the Department of Early Childhood is working to build and design this division. She shared their work toward a framework for a thriving workforce which will include a living wage, professional learning, and access and belonging for early childhood professionals. There have been many stimulus strategy successes to this point including scholarships, free coursework for educators, loan forgiveness and tax credits, compensation pilot programs, alignment of training, credit for prior learning, and other career pathway opportunities. New initiatives include funding for FFN professional learning, funding for substitute initiatives, compensation and benefits task force, PDIS Help Desk chat bot, and expansion of workforce support for all consultative roles. Development of the new Early Childhood Workforce Plan is underway, and CDEC is partnering with Early Milestones to engage providers and other partners through a series of [regional listening sessions](#). All sessions are being held via Zoom and will be recorded. There will also be a session at the Rocky Mountain Early Childhood Conference on March 10. Commissioners discussed the need for ECLC endorsement of the new Workforce Plan and the expected release of the Compensation and Benefits Task Force Report.
- **Early Childhood Colorado Framework Refresh - Updates and Feedback:** The [Framework](#) is undergoing a refresh, and commissioners Sondra Ranum, Maria Tarajano Rodman, and Heather Craiglow volunteered to participate in the process. Maria provided an update on the refresh process, timeline, and key decision points as they move toward statewide stakeholder engagement. The refresh began in October 2022 with project coordination, and between February and April 2023, they are conducting a literature review, gap analysis, and stakeholder engagement. Recommendations for the *Framework* will be developed by July 2023, and a communications plan and toolkit will be prepared by the time the *Framework* is ready for dissemination in September 2023. Updates to the *Framework* will be inclusive of diverse voices and current realities of communities across the state. Over 200 stakeholders across the state expressed interest in participating in the refresh. The public-private steering committee held their first meeting, developed an outreach plan to determine how best to connect with communities, and began the literature review and gap analysis.

Kristina discussed two decision points that they are bringing to the Commission for feedback. First, while the *Framework* is intended as a tool for systems-builders, it can also be used by families, providers, and the early childhood community as a mechanism for accountability and to ensure a shared vision. Second, the refresh presents the potential opportunity to expand the vision of the *Framework* which is currently “All children in Colorado are valued, healthy, and thriving.”

Commissioners discussed the following: asking people who are applying for grants or funding opportunities to share how their work supports and fits into the vision of the *Framework*; whether to keep the *Framework* vision centered on children and families or expand it to include early childhood professionals; reexamining the *Framework* as a tool to support a system of care with the outcomes of valued, healthy, and thriving children, families, and early childhood professionals; defining children, families, and professionals, for example, when it says children, does it only refer to children birth through age 8 and should the *Framework* use the word caregivers instead of families and professionals; specifics around how families would engage with the *Framework*; and maintaining a connection to the original intent of the *Framework* and the simplicity of the original vision.

### **Early Childhood Leadership Commission Strategic Planning Work Session**

Jodi Hardin, a consultant working with the ECLC on the Strategic Planning project, presented updates from an ECLC workgroup that has been meeting to develop a 10-year strategic plan for the Commission. The plan will be systems and policy focused and will build on previous and current work while allowing for flexibility and adaptation. The workgroup is developing a draft plan which will be vetted throughout March and April and finalized in May, incorporating input from commissioners, stakeholders, and state leaders. The vision will align with the *Early Childhood Colorado Framework*. The plan will contain several commitments or results the ECLC wants to accomplish within the next 10 years, milestones and metrics to monitor progress, and strategies for the work. The workgroup used notes from the ECLC retreat and work group meetings to develop the plan's components and also cross-referenced with the Governor's Office and CDEC's early childhood widely important goals.

Jodi shared the first draft of the System and Policy Level Commitments/Results, which are:

- CDEC is successful in administering a system of early childhood care and education supports so that families can navigate and access services for their children, including universal preschool;
- Children receive early childhood services and supports provided by a well-prepared, diverse, and effective workforce that is appropriately compensated;
- Colorado's early childhood system has the data needed to make sound decisions and the funding resources to put those plans into place.

Commissioners discussed ECLC's role of supporting implementation of the Department of Early Childhood Transition Plan and Universal Preschool Recommendations and adherence to corresponding legislation; the need to incorporate an effective infrastructure for early childhood services and supports in the plan; that the plan should include not only the need for data but also research and evidence-based best practices to inform sound decisions; incorporating alignment with other departments beyond CDEC; promoting accountability by using descriptive words like effective, successful, and comprehensive; and emphasizing equity by including the word "all" when describing children and families.

Next, Jodi walked through an example of how the milestones, ECLC roles, and progress metrics will sit under each commitment. The ECLC roles will reflect the ECLC's three core functions: alignment, advocacy, and accountability. Jodi created a survey for commissioners to provide additional input around these components. Commissioners discussed that the progress metrics need to specifically reflect only the ECLC's roles of alignment, advocacy, and accountability. The workgroup will continue to meet and collect input from the Commission.

### **Co-Chairs' Next Steps and Final Thoughts**

Susan and Kristina thanked everyone for attending and participating.

### **Adjourn**

The meeting was adjourned at 12:35pm.

---

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

Thank you for joining! We will begin shortly.

# ECLC

*Early Childhood Leadership Commission*

April 27, 2023

9:30 am - 12:30 pm

Google Meet



- 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](http://www.earlychildhoodcolorado.org/eclc-meeting-information) ●



# Welcome, Introductions & Approve Minutes

Susan Steele



# Meeting Objectives

- Approve the February 23, 2023 Meeting Minutes
- Hear updates from CDEC and other state departments and consider ways to support current efforts
- Learn about CDEC's current data and technology efforts and provide feedback
- Provide feedback on current Workforce Planning efforts
- Learn about the current status of the Early Childhood Colorado Framework refresh
- Provide final feedback on ECLC Strategic Plan and determine next steps
- Hear comments from the Early Childhood Community



# Colorado Department of Early Childhood and Universal Preschool Updates

Dr. Lisa Roy and Dawn Odean, CDEC



# CDEC Data and Technology Update

Colleen Lynn, Valeri Limes, and Stephanie Stout-Oswald, CDEC



**COLORADO**

**Department of Early Childhood**

# **Early Childhood Leadership Commission**

**April 27, 2023**

**Colleen Lynn - CDEC BITS Director**  
**[colleen.lynn@state.co.us](mailto:colleen.lynn@state.co.us)**

## CDEC Technology Projects to Stand Up Department

- Network
- Active Directory/ID Management
- Colorado Personnel and Payroll System
- Timekeeping
- Learning and Employee Performance Management
- HR Personnel System
- Procurement and Contracting Systems
- Strategy and Workflow Management System

### Current Tech Hiring

- UPK Data Analyst 5/22/2023
- Tech Innovation and Operations Manager
- Data Sharing/Privacy Lead - In progress
- CHATS Administrator - In Progress

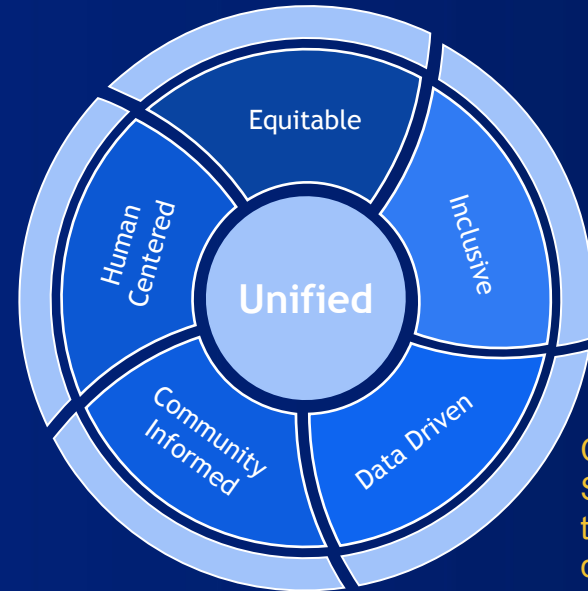
# CDEC Technology Comprehensive Analysis

## Goal:

Develop and execute on a technical architecture and roadmap that guides CDEC to a future data and technology state that promotes the Department's mission.

## Deliverables:

- Identity Management for child, families, early childhood educators and child care providers
- Unified and human-centered EC Navigation portal to serve families and providers who connect for services both within and outside of the CDEC
- Early Childhood Data Trust (ECDT) - formerly known as ECIDS




4 weeks into  
8 week  
engagement  
with vendor to  
determine  
Scope of  
Comp  
Analysis

Competitive  
Solicitations  
to come 1st  
qtr FY 23/24

**THANK YOU!**  
**Questions**





# Early Childhood Leadership Commission Strategic Plan Final Draft Review

ECLC Strategic Planning Work Group, Jodi Hardin



# Project Activities & Timeline

## ECLC Retreat

Fall 2022

- \* Gather input from Commissioners about priorities and goals via interviews and surveys

- \* ECLC retreat

- \* Compile notes and themes from retreat conversations

## Develop Draft of ECLC's 10 Year Plan

January & February 2023

- \* Launch strategic plan work group

- \* Review relevant notes, reports, etc

- \* Develop draft #1

- \* Working session at February 2023 ECLC Meeting and follow up survey

## Finalize 10-Year Plan

March & April 2023

- \* Work group incorporates Commissioner input

- \* Iterative drafting of 10-year plan with review by work group and co-chairs

- \* Final plan developed and shared with full ECLC

# ECLC Strategic Plan Components

## Ultimate Vision

<all children are valued, healthy, and thriving – EC CO Framework>

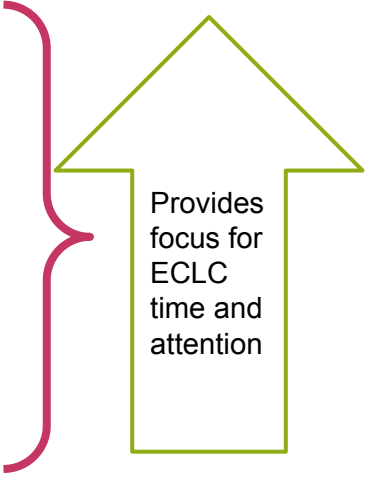
**Commitment/Result:**  
the long-term truth we  
want to see in 10  
years

**Commitment/Result:**  
the long-term truth we  
want to see in 10  
years

**Commitment/Result:**  
the long-term truth we  
want to see in 10  
years

**ECLC Work:** strategies and activities via the core roles of alignment,  
accountability, advocacy

**Outputs:** timelines and progress measures



Provides focus for  
ECLC  
time and  
attention

# ECLC Strategic Plan

## 10-Year Strategic Direction

- Remains stable over time
- Communicates where and how the ECLC will leverage its unique role
- Includes and describes the:
  - *inputs the ECLC utilizes* to inform its work
  - *three unique functions* of ECLC
  - *strategies that focuses the time, energy, and resources* of ECLC
  - *systems results* the ECLC work aims to achieve

## ECLC 2-3 Year Work Plan

- Includes ECLC activities and milestones for 2-3 years
- Describes the annual outputs and progress measures
- Warrants review and updating every couple of years

# Project Objective

Develop a 10-year commitment and plan that is clear and compelling and **guides the ECLC's time, energy and work**

**High-level, systems and policy focused**

**Reasonably simple to see, read, and understand**

**Builds on and strengthens previous and current work**

**Describes where the ECLC needs to go and what it needs to do**

**Allows space for the work to evolve (i.e. flexible and adaptable)**

**Really guides ECLC work (i.e. becomes ECLC's north star)**

**Bold, pushes boundaries and calls out the transformation needed in CO (i.e. ok to be uncomfortable)**

# Discussion

- What excites you about this direction for the ECLC?
- What, if any, red flags or glaring holes do you see?
- What possibilities does this strategic plan provide? What difference might this make for the ECLC?

# Next Steps

- Develop calendar for ECLC Work for 2-3 Years based on Activities and Milestones as well as accountability plan for meeting the objectives of the ECLC Strategic Plan
- Review of Subcommittee and Working Group Charters for alignment with Strategic Plan
- Review of other ECLC communication mechanisms for alignment (*Our Voice* Newsletter; Monthly Town Halls; etc)
- Other Next Steps?

The background of the slide is a solid orange color. In the top right and bottom right corners, there is a faint, light-colored geometric pattern consisting of overlapping triangles that form a larger, complex shape. The text is centered in a white horizontal band.

**Break Time!**  
*Back in 10 minutes...*



# Public Comment and Commissioner Updates

Tammi Hiler





# Early Childhood Colorado Framework Refresh Update

Nicole Sharpe and Leila Sammänder, School Readiness Consulting



# EARLY CHILDHOOD COLORADO FRAMEWORK REFRESH

ECLC April 27 Meeting

# EARLY CHILDHOOD CO FRAMEWORK REFRESH

**ECLC**

*Early Childhood Leadership Commission*

FACILITATE A STATEWIDE  
STAKEHOLDER ENGAGEMENT  
PROCESS TO PROVIDE AN  
**UPDATED EARLY CHILDHOOD  
COLORADO FRAMEWORK**



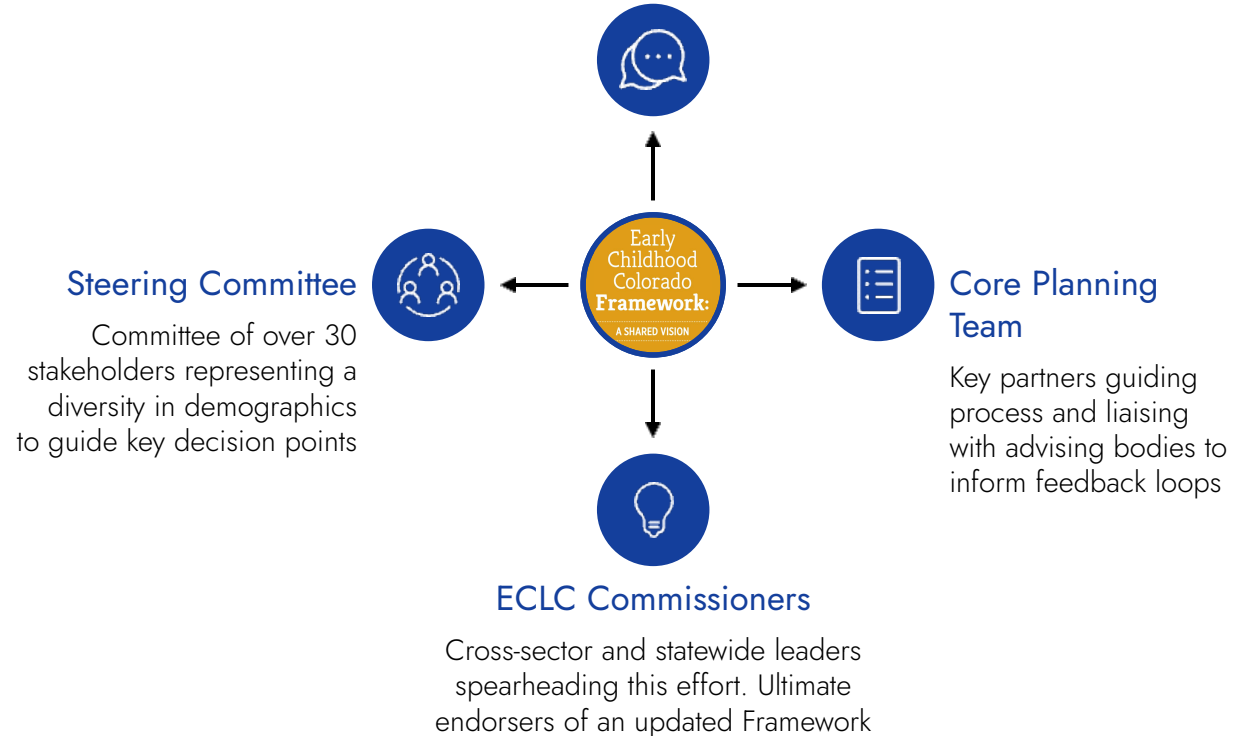
A woman in a yellow puffer jacket and a black beanie walks away from the camera on a paved path, holding the hand of a small child in a pink puffer jacket and a black beanie. The path is covered in fallen yellow and orange autumn leaves. The background shows a line of trees with similar foliage. The text 'RECAP STAKEHOLDER OUTREACH AND ENGAGEMENT' is overlaid in white on a semi-transparent dark grey rectangle in the upper half of the image.

# RECAP STAKEHOLDER OUTREACH AND ENGAGEMENT

# CONTRIBUTING TO AN UPDATED FRAMEWORK

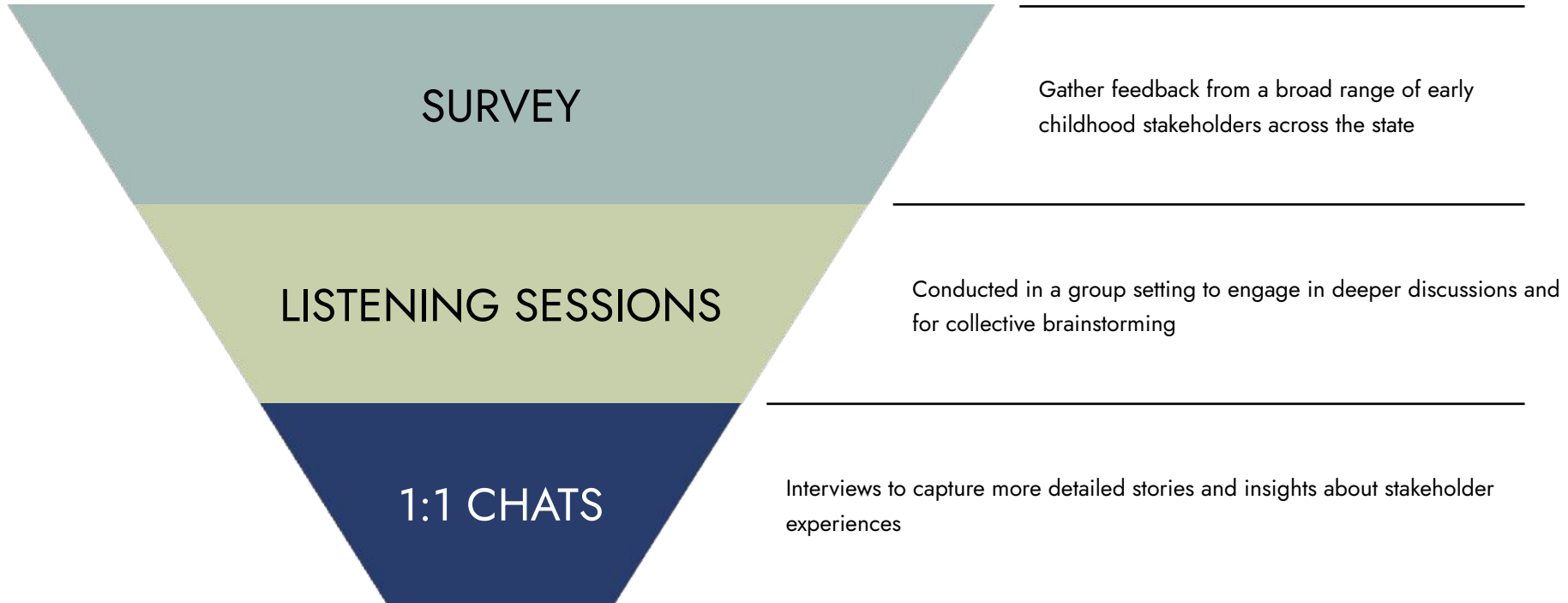
## STAKEHOLDER ENGAGEMENT

Provide insights and experiences to ensure updates are representative and inclusive



# STAKEHOLDER ENGAGEMENT PLAN

GOAL: To connect with **community members with diverse knowledge and perspectives** representing different identities across race/ethnicity, geographic areas, and roles in the early childhood system



# OUTREACH AT-A-GLANCE

AS A RESULT OF SUPPORT FROM ECLC AND THE STEERING COMMITTEE...

## NEARLY 600 PEOPLE

*throughout the state provided their ideas,  
feedback and insights\**

**340**  
COMPLETED  
THE SURVEY

**241**  
ATTENDED  
LISTENING  
SESSIONS

**11**  
PARTICIPATED  
IN 1:1 CHATS

*\*Count as of 4/13. Additional data from partner-led listening sessions forthcoming*



# CONTEXTUALIZING STAKEHOLDER REFLECTIONS



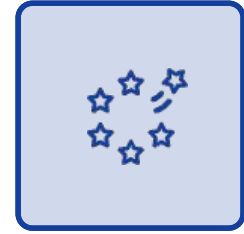
## Framework Components

This refers to the content of the Framework itself, such as the vision, core principles/fundamentals, domains, and impact areas.



## Framework Usability

This refers to how the Framework is experienced by users. Reflections are related to purpose, implementation, and accessibility of the Framework.



## Contextualizing Themes

The Steering Team supported contextualizing the initial themes based their experiences and expertise. Their input is helping further flesh out themes and guide next steps to create recommendations for Framework updates.



A photograph of two young girls standing on a wooden log in a field. The girl on the left is wearing a white dress with a colorful butterfly pattern and has her hair in braids with a white bow. The girl on the right is wearing a dark dress with a colorful pattern and has her hair in braids with pink bows. They are both looking away from the camera towards the right. The background is a grassy field with some trees and bushes.

WHAT'S NEXT?

# PROCESS AND TIMELINE

October 2022-September 2023

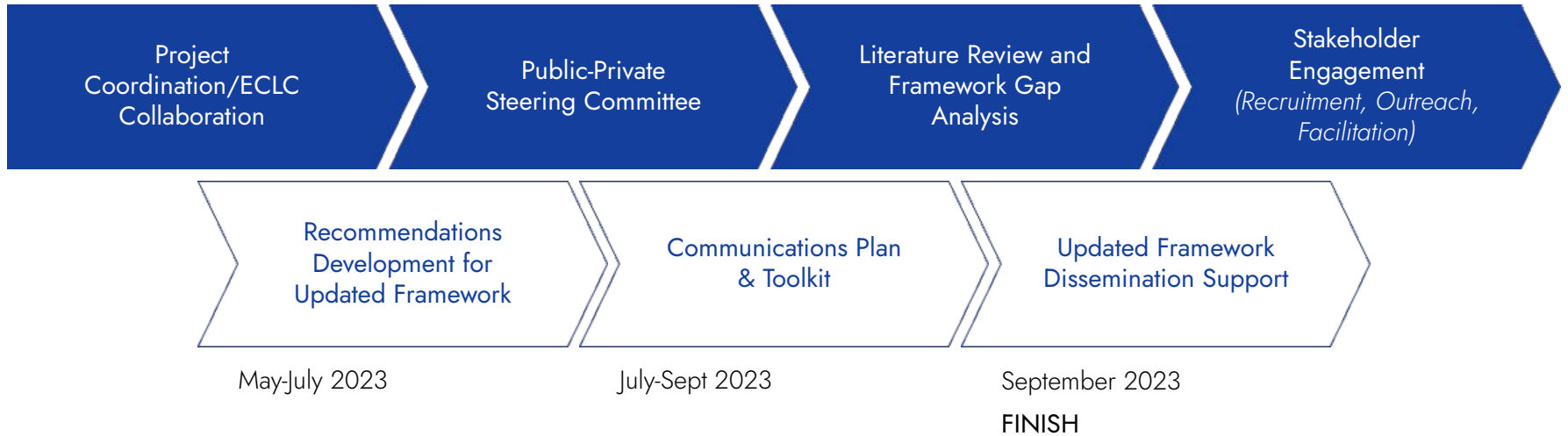
START

Oct 2022-Sept 2023

Through Sept 2023

Through April 2023

Jan-April 2023



# WHAT TO EXPECT



## OUR PROCESS

---

- Continue to analyze and contextualize learnings from stakeholder engagement
- Incorporate findings from literature review and other state frameworks
- Draft initial recommendations for Framework updates

## UPCOMING ECLC MTGS

---

- **June 22 (FEEDBACK)**  
Present recommendations for framework updates, including input from Steering Committee
- **August 24 (ENDORSEMENT)**  
Present final framework and discuss dissemination

A photograph of two young children playing in a field of fallen autumn leaves. The child on the left is wearing a light blue hoodie and glasses, and the child on the right is wearing a blue hoodie and a green skirt. They are both smiling and surrounded by vibrant orange, yellow, and brown leaves. The scene is brightly lit, suggesting a sunny day.

# THANK YOU

[sammander@schoolreadinessconsulting.com](mailto:sammander@schoolreadinessconsulting.com)



# Workforce Development Updates

Angela Ben-Zekry, CDEC



**COLORADO**

**Department of Early Childhood**

**CDEC Workforce Division Updates  
Early Childhood Leadership Commission 4/27/23**

Angela Ben-Zekry, ECE Recruitment and Retention Manager

# Compensation and Benefits Task Force Report

- **Timeline:** Fall 2022
- **Charge:** Develop a compensation and benefits plan for Colorado's early childhood workforce, building on the [Early Childhood Workforce 2020 Plan](#).
- **Published April 2023:** Final Compensation and Benefits Task Force Report, includes full report and 3 fact sheets in [English](#) and [Spanish](#)





**COLORADO**

Department of Early Childhood

## Task Force Membership & Process



# Task Force's Guiding Principles

The Task Force established several guiding principles to ground their recommendations. Specifically, they should:



Serve as a goal for compensation of the early childhood workforce in Colorado



Increase the perceived professionalism of the field



Support recruitment and retention of early childhood professionals



Provide a starting point from which to build the field



Demonstrate the commitment to educators' financial well being



**COLORADO**

Department of Early Childhood

# Recommendations

Salary Scales

# To build these salary scales, the Task Force decided to:

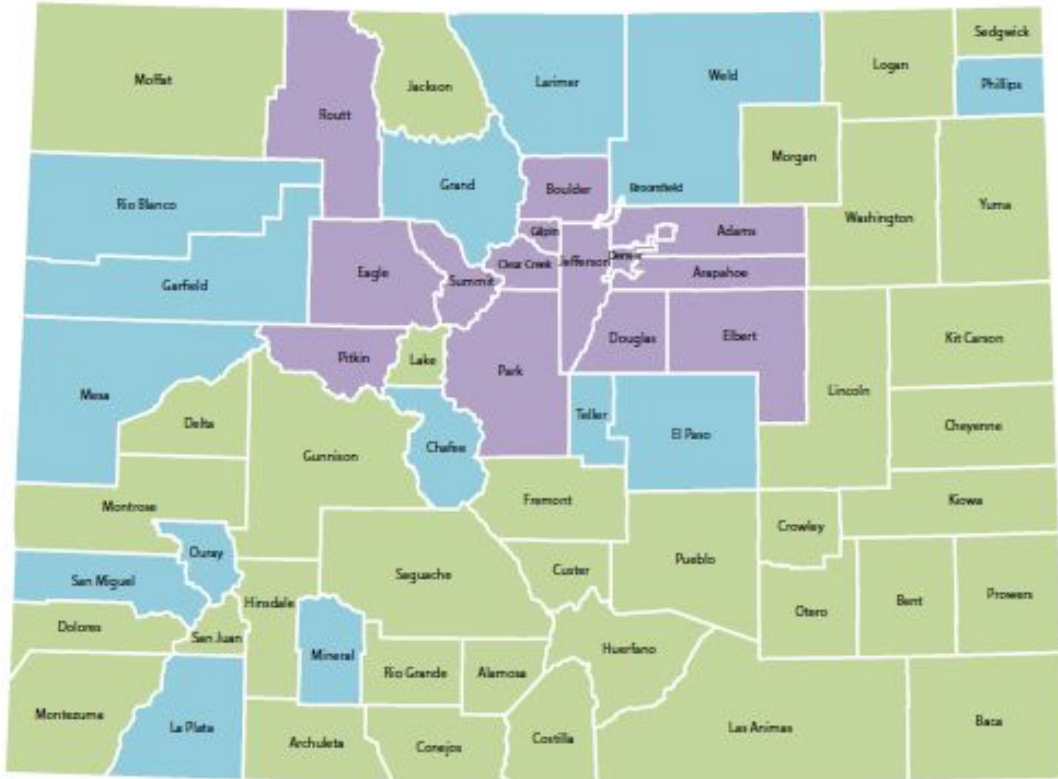
- Use the CDECs Early Childhood Professional Credential 3.0 System which assigns points based on educational attainment and years of experience.
- Make the pay differential between credential levels consistent across positions to honor pay equity; and above a Level 3, increase the pay differential for all positions to demonstrate increased responsibility at higher credential levels.
- Anchor the bottom of the scale to a living wage for one adult using the MIT Living Wage Calculator.
- Recommend wage parity with K-12 educators
  - *Note: K-12 wages in Colorado are low compared to teachers in other states and their compensation should also be examined and increased.*

# Additional critical notes on the salary scales

- The wages represent pay floors, or the minimum that individuals in these positions should be paid
- FCC Owner wages represent net pay, or “take home” pay
- The scales serve as a guide for all early childhood care and education settings
- The scales should be updated annually to reflect changes in cost of living
- Salary increases should be implemented as funding becomes available
- The state should explore strategies to mitigate the benefit cliff effects
- The state should consider additional wage enhancements to prioritize providers that work in staff shortage areas, serve historically marginalized communities, work in infant and toddler settings, and specialize in serving children with special needs and/or english language learners

**The salary scales do not represent an unfunded mandate for providers nor do they represent a call for providers to increase the amount families pay.**

# Regionality + Economic Indicator



## Key:

### Purple = Zone A

- Average cost of living for a household of 3 (2 working adults, 1 child) = \$21.58/hour or \$44,883 annualized salary

### Blue = Zone B

- Average cost of living for a household of 3 (2 working adults, 1 child) = \$19.32/hour or \$40,184 annualized salary

### Green = Zone C

- Average cost of living for a household of 3 (2 working adults, 1 child) = \$17.28/hour or \$35,942 annualized salary



**COLORADO**

Department of Early Childhood

## Recommendations

Stipends, Benefits, and Paid Time Off

# Additional Benefits Package Recommendations

- **Stipends**
  - **Universal stipends** should include all instruction, administrative and support staff in all early care and education settings (with the exception of family, friend and neighbor care).
  - **Targeted stipends** should support retention among early educators where there is a particularly acute need.
- **Health Care**
  - Provide targeted enrollment assistance and outreach to educators.
  - Explore the implications of bringing early educators into the state employee health plan pool.
  - Strategically complement existing efforts to increase access to health insurance.
- **Paid Time Off**
  - Create state-run substitute pools to connect substitutes to providers when requested.
  - Invest in child care resource networks, which can offer substitute pools as a service to providers.
- **Retirement**
  - State plans or private plans



**COLORADO**

Department of Early Childhood

For Consideration

Funding



# Funding Considerations

Public investment in early childhood compensation is necessary; families and employers cannot afford to pay more.

It is recommended that the state complete an up-to-date, **comprehensive cost and revenue model** for birth to five early childhood education and care to better understand the current total funding that is being expended and the current costs that this funding is now supporting, including the salary scales.

Options for funding mechanisms to increase compensation:

- Increased reimbursement rates for child care subsidy
- Compensation contracts to providers



**COLORADO**

Department of Early Childhood

## Actions

# Multiple stakeholders can take action to move forward these recommendations

In a short time frame, the Task Force was able to put forward thoughtful long and short term recommendations to increase compensation for early childhood workers in Colorado. However, much more work is needed to implement these recommendations and fully address the under-compensation of the field.

Specifically, the Task Force brainstormed specific actions key audiences can take to move forward these recommendations, including:

<b>Policymakers</b>	inclusive of legislators and state agencies	<a href="#">English</a> <a href="#">Spanish</a>
<b>Providers</b>	across all settings, including both current and potential future providers	<a href="#">English</a> <a href="#">Espanol</a>
<b>Supporters</b>	including community members, advocates, businesses etc.	<a href="#">English</a> <a href="#">Espanol</a>

# CDEC Next Steps to Respond to Task Force Report

- Preschool Development Grant Initiatives
  - Benefits Facilitation Solicitation
  - Teacher Outreach and Public Service Announcements
  - Family Child Care Compensation Pilot (Teacher Salary Increase Pilot underway for centers already)
- CCDF increase request for Federal FY24 (Oct. 1, 2023 - Sept. 30, 2024)

# CDEC Next Steps to Respond to Task Force Report

- Early Educator Investment Collaborative (EEIC) Compensation Grant
  - Funder collaborative
  - CU Denver is a current recipient of the Transforming Early Educator Lead Teacher Preparation Programs Through Multi-Partner Innovation Project
- [EEIC Request For Proposals](#): Innovate Financial Systems To Build Capacity For Increased And Sustainable Early Childhood Education (ECE) Compensation (due June 5, 2023)
  - Required Partners (fiscal admin, child care and preschool funding, K-12, higher ed)
  - Required Advisory Body (will propose to occur under ECWD Subcommittee)
  - Funding can't be used for compensation, scholarships, lobbying, etc.
  - Potential Activities
    - Tax Credit Evaluation
    - Cost modeling supports for Compensation and Benefits Task Force Recommendations
    - Sustainability planning for stimulus activities



**COLORADO**

Department of Early Childhood

## Additional CDEC Workforce Updates

# CDEC Workforce Division - Upcoming Launches

- Additional Solicitations coming in 2023
  - Benefits Facilitation Solicitation
  - Teacher Outreach and Public Service Announcements
  - Substitute Fund
  - FFN Training Programs
- Additional Emerging Work
  - Staffed Family Child Care Network Pilot (training spring 2023, kick of summer 2023)
  - ECE Workforce Dashboard (with 2021 data) - coming soon!
  - Round 3 of early childhood educator loan forgiveness



**COLORADO**

Department of Early Childhood

# Thank You

Angela Ben-Zekry, ECE Recruitment & Retention Manager

[angela.ben-zekry@state.co.us](mailto:angela.ben-zekry@state.co.us)





# State Agency Updates



Colorado Department of Human Services  
Minna Castillo Cohen





Colorado Department of Higher Education  
Sondra Ranum





Colorado Department of Health Care Policy and Financing  
Robert Werthwein





# Colorado Department of Education

Floyd Cobb



Colorado Department of Public Health and Environment  
Rachel Hutson



The background of the slide is a solid orange color. In the upper right and lower right corners, there is a faint, light-colored geometric pattern consisting of overlapping triangles that form a larger, complex shape. The text is centered in a white horizontal band across the middle of the slide.

# Co-Chairs' Next Steps and Final Thoughts

Sue Renner

# ECLC

*Early Childhood Leadership Commission*

Next Meeting:

June 22, 2023

9:30 am - 12:30 pm



Thank you!