



**Thursday December, 14, 2017**

**9:30 am – 12:30 pm**

**303 East 17th Avenue,**

**11th Floor Conference Room, Denver, CO**

**<https://global.gotomeeting.com/join/422518637>**

**Join the Conference Call: 515-739-1223 Code: 690666**

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**Meeting Objectives:**

- Approve meeting minutes from October 26, 2017
  - Discuss Early Childhood Statewide Vision Process
  - Learn about the Strategic Plan to Address Teacher Shortages
  - Discuss ECLC Budget Strategies
  - Hear from the Early Childhood community during Public Comment
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|------------------------|--|
| <b>9:30 – 9:35am</b>   | Welcome (Barbara Grogan)   |
| <b>9:35 – 10:15am</b>  | Business Meeting (Barbara Grogan) <ul style="list-style-type: none"><li>• <b>ACTION:</b> Approval of October 26, 2017 Meeting Minutes</li><li>• Strategic Plan to Address Teacher Shortages (Brittany Lane)</li><li>• 2017 Annual Report</li></ul>   |
| <b>10:15 – 10:55am</b> | Department Updates (Barbara Grogan) <ul style="list-style-type: none"><li>• Colorado Department of Human Services (Jerene Petersen)<ul style="list-style-type: none"><li>◦ Office of Early Childhood Updates (Mary Anne Snyder)</li></ul></li><li>• Colorado Department of Education (Melissa Colman)</li><li>• Colorado Department of Public Health and Environment (Erin Ulric)</li><li>• Colorado Department of Health Care Policy and Financing (Tom Massey)</li></ul> |
| <b>10:55 – 11:05am</b> | Public Comment (Barbara Grogan)  |
| <b>11:05 – 12:05pm</b> | New Business (Barbara Grogan) <ul style="list-style-type: none"><li>• Early Childhood Workforce State Agency Forum</li><li>• Early Childhood Statewide Vision</li><li>• ECLC Budget Update</li></ul>   |
| <b>12:05 – 12:25pm</b> | ECLC Subcommittee Updates <ul style="list-style-type: none"><li>• Data Subcommittee (Charlotte Brantley and Susan Steele)</li><li>• Communications Subcommittee (Elsa Holguin and Tom Massey)</li><li>• Program Quality and Alignment Subcommittee (Letty Bass, Anna Jo Haynes and Melissa Colman)</li></ul>   |
| <b>12:25 – 12:30pm</b> | Co-Chairs' Final Thoughts and Adjourn (Barbara Grogan) <ul style="list-style-type: none"><li>• Meeting Schedule for Next Year</li></ul>  |

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*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 February 22, 2018 at HCPF 303 East 17th Avenue, 11<sup>th</sup> Floor Conference Room, Denver, CO

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



Thursday, October 26, 2017  
9:30 am – 12:30 pm  
3801 M.L.K. Jr. Blvd., Denver, CO  
<https://global.gotomeeting.com/join/275472237>  
Join the Conference Call: 515-739-1223  
Code: 690666

**Meeting Objectives:**

- Approve meeting minutes from August 24, 2017
- Hear about the Education Leadership Council
- Discuss Early Childhood and School Readiness Legislative Commission Draft Bills
- Learn about recent Health Care Updates
- Hear from the Early Childhood community during Public Comment

**Attendees:**

Jeanne McQueeney (by phone), George Welsh (by phone), Cindy Schulz, Letty Bass, Anna Jo Haynes, Elsa Holguin, Tom Massey, Jeff Kuhr, Melissa Colman, Erin Ulric, Heather Craiglow, David Padrino, Susan Steele, Mary Anne Snyder, Kristina Mueller, Charlotte Brantley, Gerri Gomez Howard, and Dalia Milford

**Welcome and Business Meeting**

Anna Jo Haynes called the meeting to order at 9:34 AM.

- Approval of minutes from August 24, 2017  
Anna Jo Haynes called for a motion to approve the minutes from the August 24, 2017 meeting. Tom Massey moved to approve the minutes as distributed, Elsa Holguin seconded the motion; the minutes were approved by unanimous voice vote.
- Education Leadership Council  
David Padrino stated the Council will consist of 25 members from across Colorado and the education sectors. Their mission is to increase collaboration and engage stakeholders throughout Colorado. They will be soliciting input from teachers, students and parents on their vision for education. He requested the ECLC provide their input as well.
- Early Childhood and School Readiness Legislative Commission Update  
Anna Jo Haynes reminded the group that the ECLC staff was providing support to the Early Childhood and School Readiness Legislative Commission (ECSRLC), however the ECLC was not taking positions on any legislation they might run. Kristina Mueller stated the ECSRLC met on September 19, 2017 and plan to move forward on five bill drafts:
  1. Bill 1: Counting Pupils in Kindergarten & Twelfth Grade
  2. Bill 2: Align Early Childhood Quality Improvement Programs
  3. Bill 3: Substitute Placement Agency Licensure
  4. Bill 4: Extend Repeal Early Childhood Legislative Commission
  5. Bill 5: Use of Colorado Preschool Program Positions.Sessions 3 and 4 will take place on November 1<sup>st</sup>, where the ECSRLC members will discuss and vote on whether to move the bills forward.

- 2017 Annual Report – Kristina Mueller reminded the Commission the Annual Legislative Report is due in January. The Commission discussed whether they should keep the same theme and appearance as the last two or try a different direction. ECLC staff has taken the lead on creating the report in previous years and Kristina inquired if there were any Commissions who would like to participate in developing this year's report. Gerri Gomez Howard and Charlotte Brantley volunteered. Gerri also made the suggestion of making the report interactive on the ECLC website.

### **New Business (Anna Jo Haynes)**

- Health Policy Update –With current uncertainty surrounding federal funding, Rachel Reiter came to help familiarize Commissioners with the Colorado Children's Health Insurance Program (CHIP). It was enacted in 1997 for low-income children and pregnant women. CHIP is jointly funded by federal and state governments and pays for Child Health Plan *Plus* (CHP+). However it was only financially authorized through September 30, 2017. If it is not reauthorized nearly 76,000 children and pregnant women in Colorado will be left without coverage when Colorado's funding runs out in January 2018.

Charlotte Brantley motioned to have a letter from the Commission sent to the federal legislatures educating them on Colorado's need and the importance of reauthorizing funds. George Welsh seconded the motion and it was unanimously passed.

- Colorado Department of Health Care Policy and Financing (Tom Massey)  
Tom Massey stated HCPF is strategizing for every option available to them so they will be ready to act on any decisions made by the federal government. The Department is still encouraging families to apply. Funds are expected to run out in January 2018 if funding is not reauthorized. More resources, letters and information will be distributed soon.
- Early Childhood Policies and Strategies  
Bill Jaeger and Sarah Barnes discussed the Children's Campaign's partnership with Clayton Early Learning to create an early childhood policy agenda. They will be diving into what policies could specifically drive the desired outcomes within the Early Childhood *Framework*. They have created an Advisory board to inform the policy options and are reaching out to stakeholders across the state. Along with policy, they plan to also determine costs and unmet needs. This project will be funded by a national Alliance for Success grant in conjunction with 7 local funding partners.

### **Public Comment (Anna Jo Haynes)**

Joyce Johnson from Colorado State libraries made the Commission aware of the program Growing Readers Together. The program is funded by the Temple Hoyne Buell Foundation and works to enhance literacy, specifically focusing their services outside the Denver metro area.

### **Department Updates**

- Colorado Department of Human Services - OEC Updates (Mary Anne Snyder)  
Mary Anne took a moment to acknowledge Pamela Harris on her recent testimony in front of the Federal Committee on Education and Workforce. She mentioned Colorado Community Response, which works with families reported to Child Protective Services, but are screened out. CCR is a voluntary program for those families and provides wrap around services. A

recent evaluation of the program was provided to all members.

- Colorado Department of Education – (Melissa Colsman)  
Melissa Colsman told the group that the Academic Standards are currently up for review and public comment. They will be discussed at the November State Board of Education meetings. Four topics will be discussed at each meeting. She also said CDE will provide a report on the Teacher Shortage Report at the next Commission meeting. Lastly, this will be the last year donating to the Colorado Preschool Program will be an option on the Colorado Tax form unless there is legislation passed.
- Colorado Department of Public Health and Environment  
Erin Ulric said Immunizations sent a letter to Child Care Directors through CDHS requiring them to report immunization rates. CDPHE has also created an IZ Map where families can view IZ rates for schools and child care, which is particularly important for immunocompromised kids.

Erin stated they have 2-Gen focus projects which include:

- Develop a new Maternal and Child Health surveillance system (Healthy eMoms Project) that will capture maternal attitudes, beliefs, and behaviors shortly before, during, and three years following the birth of a child.
- Identify opportunities to streamline pregnancy related depression screening and developmental screening.
- Work across WIC, CDHE, and CHDS to look at providing more comprehensive supports to the student-parent population.

The Colorado Blueprint to End Hunger should be finalized by mid-January. While this isn't specific to early childhood, it will absolutely impact early childhood as it has goals related to child nutrition programs, WIC, as well as the broader community. CDPHE is awaiting the FOA for Title X Family Planning funding. Current funding was cut to two years, and ends June 30, 2018.

WIC participation has stabilized for the first time in nearly a decade (it has been dropping since 2009). We are continuing to evaluate why this has happened, but the program has rolled out a significant number of projects aimed at improving access and this has likely contributed to the stabilization.

Early Childhood Workforce is also being looked at from a Public Health perspective, primarily the wellness of the workforce. Local Public Health Agencies are also identifying this as a priority.

### **ECLC Subcommittee Updates**

- Data Subcommittee  
Per Charlotte Brantley, the Data Subcommittee met on October 13<sup>th</sup> and had great discussions. They are currently focused on creating guidelines and criteria for including resources and reports on the Framework Website. At their next meeting they will hone in on what key words will be used for sorting and searching.

- Communications Subcommittee  
Elsa Holguin announced the first meeting is scheduled for mid November and the co-chairs have been recruiting members. They have communication priorities and will use that meeting to develop an action plan.
- Program Quality and Alignment Subcommittee  
The Subcommittee is going to use the next meeting to focus on alignment. The group will discuss what supports and systems have been aligned, and where there are opportunities to better align work.

#### **Co-Chairs' Final Thoughts and Adjourn**

Anna Jo Haynes congratulated Letty Bass on the award she will receive on November 9<sup>th</sup>, 2017 for National Philanthropy Day.

Charlotte Brantley motioned to adjourn and was seconded by Letty Bass. Meeting was adjourned at 12:30pm.

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#### **ECLC Meetings:**

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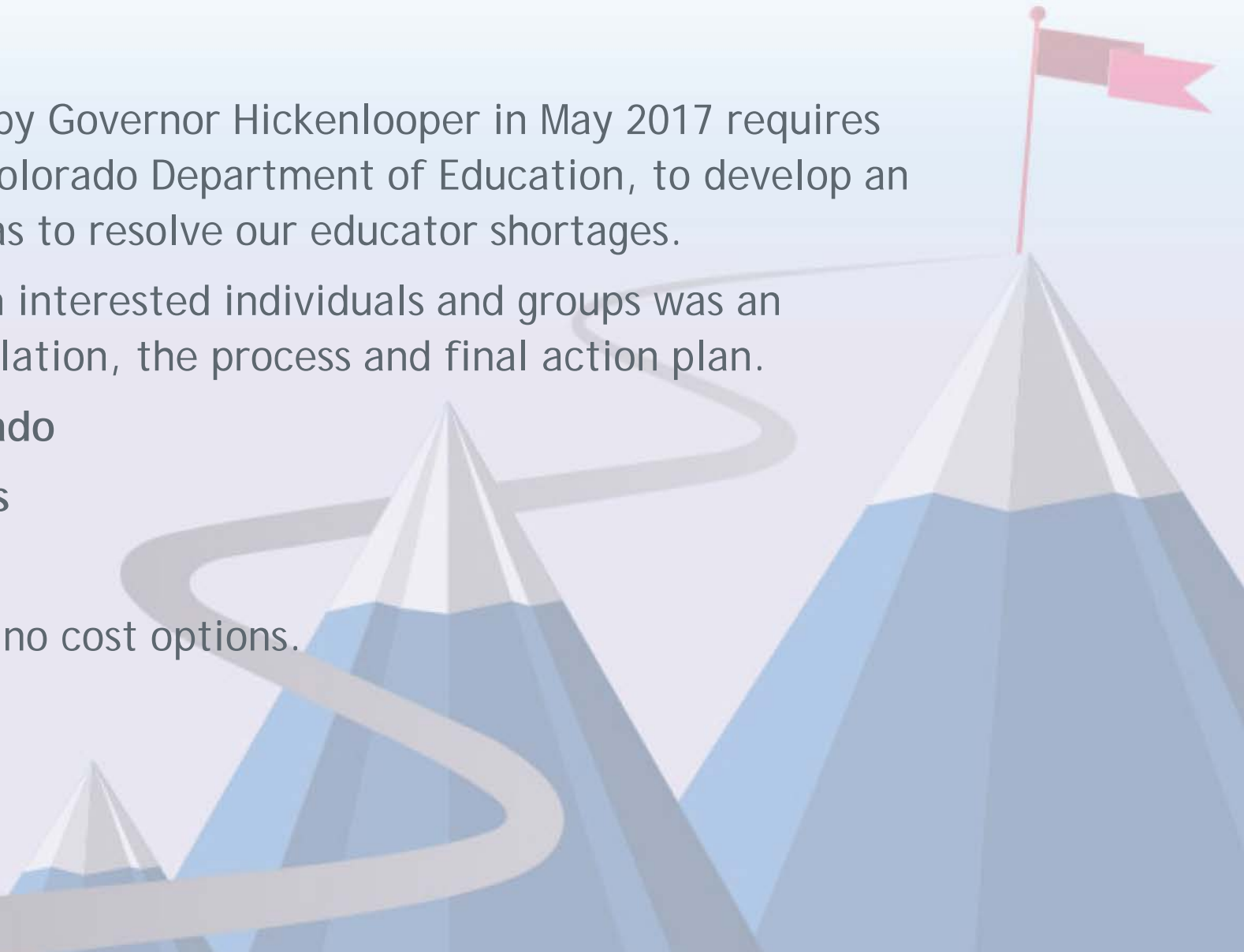
# Colorado's Teacher Shortages:

Attracting and  
Retaining  
Excellent Educators



# Background

- Legislation (HB 17-1003) signed by Governor Hickenlooper in May 2017 requires DHE, in collaboration with the Colorado Department of Education, to develop an action plan that will outline ideas to resolve our educator shortages.
- Feedback and participation from interested individuals and groups was an essential component of the legislation, the process and final action plan.
  - 13 Town Halls Across Colorado
  - 400+ Town Hall Participants
  - 6,500 Survey Comments
- The plan also needed to include no cost options.





# The Shortage

Overall decline in both interest in teaching profession and retention of teachers

- 17% decline in the number of educators completing traditional and alternative educator preparation programs between the years 2011-2016.
- 24% decline in total number of individuals completing traditional educator preparation programs at Colorado colleges and universities from 2010-2016 (5<sup>th</sup> consecutive year of decline)
- 18% increase in the total number of individuals completing alternative education preparation programs from 2010-2016.
- 24% decline in enrollment in traditional and alternative educator preparation programs from 2010-2016.





# The Problem

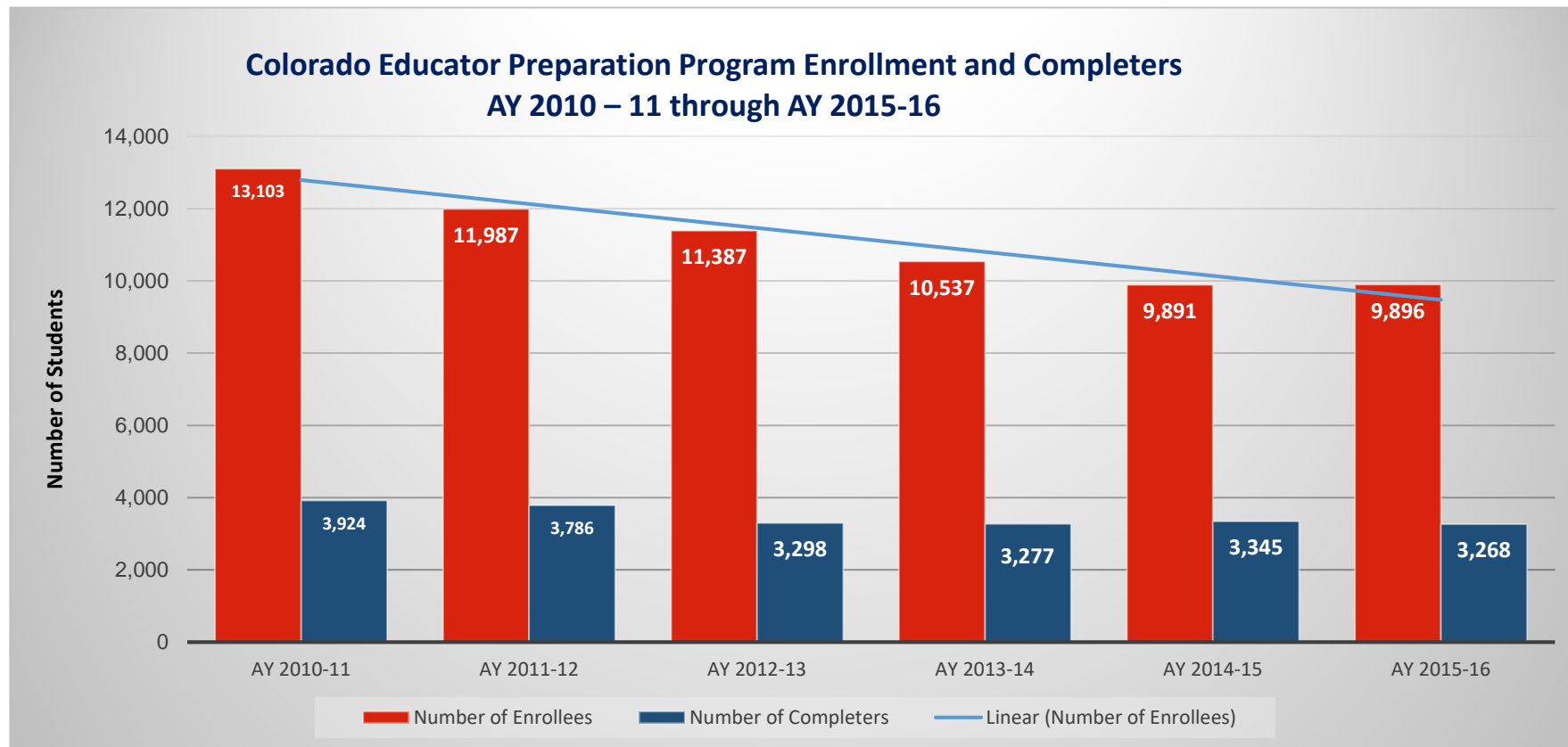
- Rural districts continue to have difficulty in recruiting and retaining teachers in historically hard-to-staff endorsement and licensure areas such as math, science, and special education.
- Upwards of 5,000 annual openings across districts
- Up to 100 or more around the state, end up going completely unfilled during the year and are filled by Emergency authorized educators or long-term substitutes.



- Colorado loses approximately 15% of new classroom teachers in the first 5 years. About a third of Colorado educators will be eligible for retirement over the next five years.
- Science and math educators, as well as special education teachers (particularly early childhood special educators), art/music/drama, and teachers of color are in high demand.

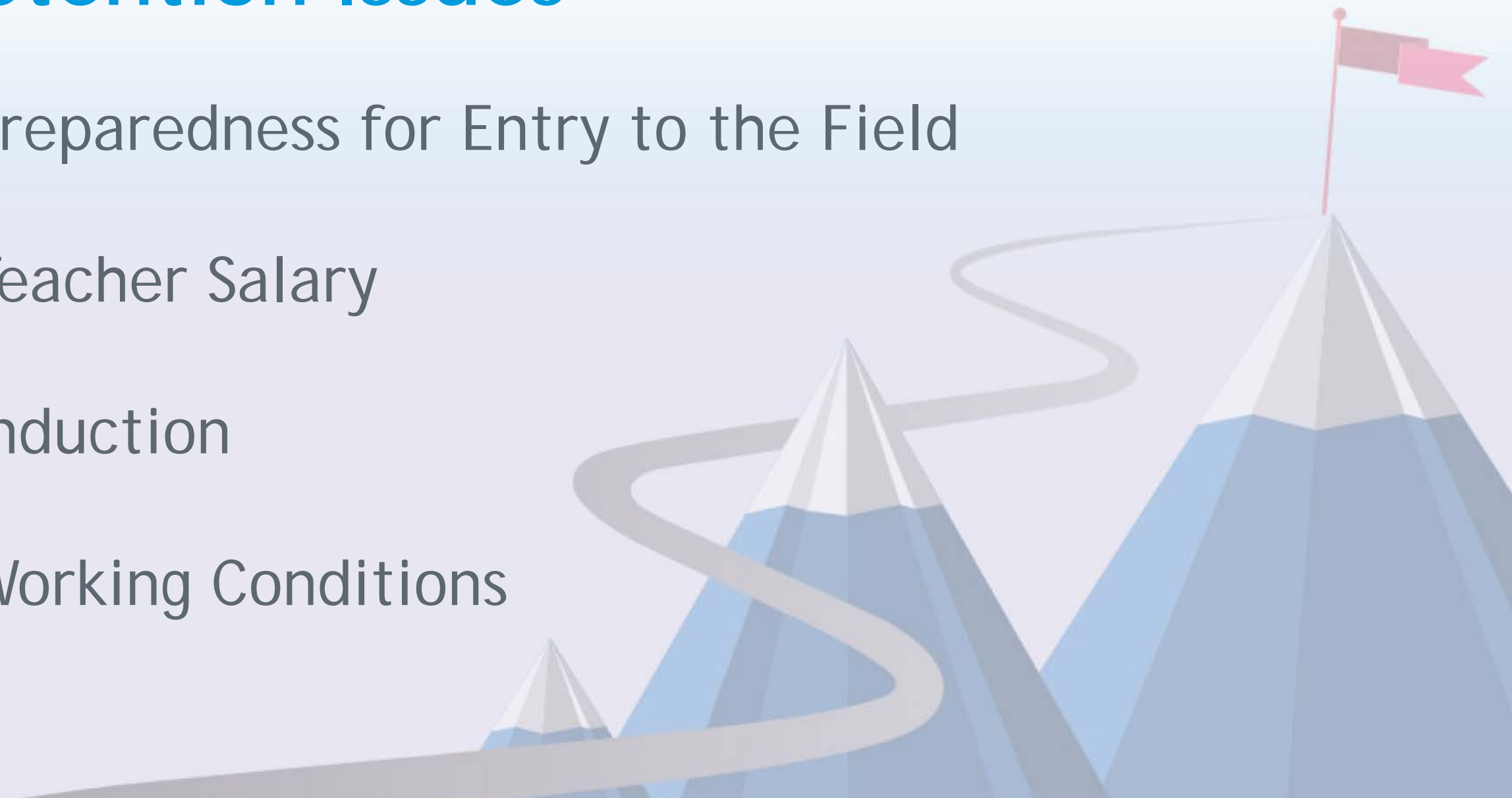
# Our Current Situation

Steady Decrease in the Number of Educator Preparation Program Completers



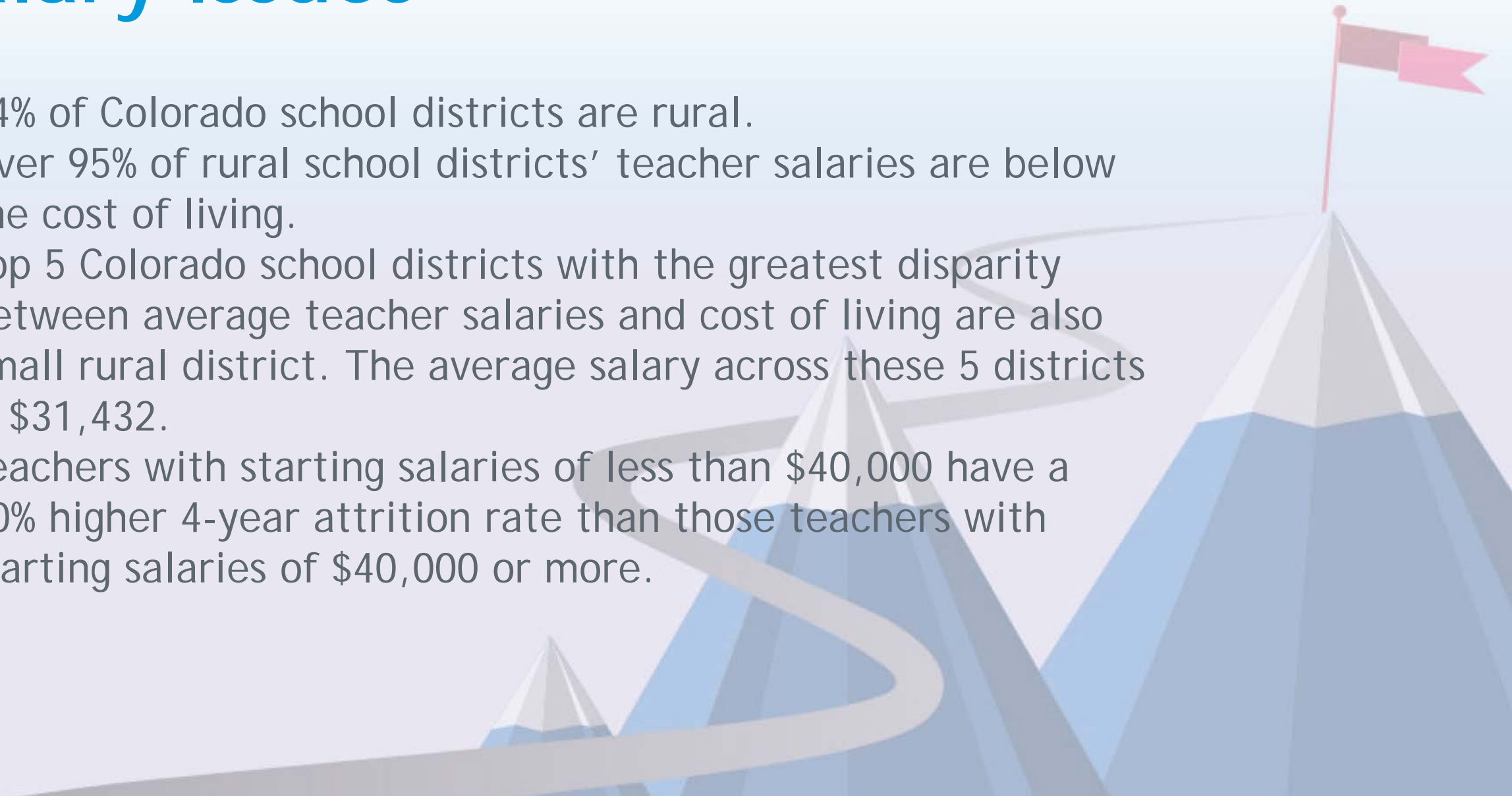
# Retention Issues

- Preparedness for Entry to the Field
- Teacher Salary
- Induction
- Working Conditions



# Salary Issues

- 74% of Colorado school districts are rural.
- Over 95% of rural school districts' teacher salaries are below the cost of living.
- Top 5 Colorado school districts with the greatest disparity between average teacher salaries and cost of living are also small rural district. The average salary across these 5 districts is \$31,432.
- Teachers with starting salaries of less than \$40,000 have a 10% higher 4-year attrition rate than those teachers with starting salaries of \$40,000 or more.



# Colorado's Teacher Shortages:

## Attracting and Retaining Excellent Educators



COLORADO

Department of  
Higher Education





# STRATEGIC GOALS

1

Retain Educator Talent  
by Increasing  
Teacher Retention

2

Retain and Attract Educator Talent by  
Increasing Teacher Compensation  
and Benefits

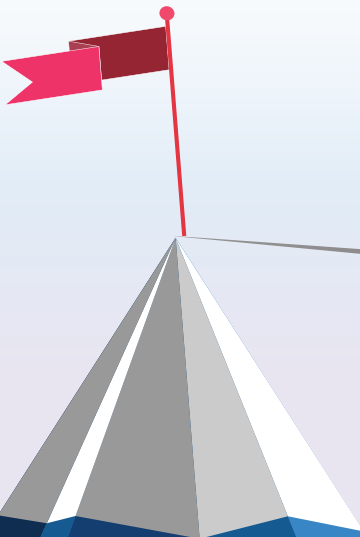
3

Attract Educator Talent in Content  
Shortage Areas by Developing Targeted  
Programs in Areas of Need

4

Attract Educator Talent by  
Creating Programs to  
Increase Enrollment and  
Completion of Educator  
Preparation Programs (EPP)

# THE STRATEGIC GOALS AND OBJECTIVES



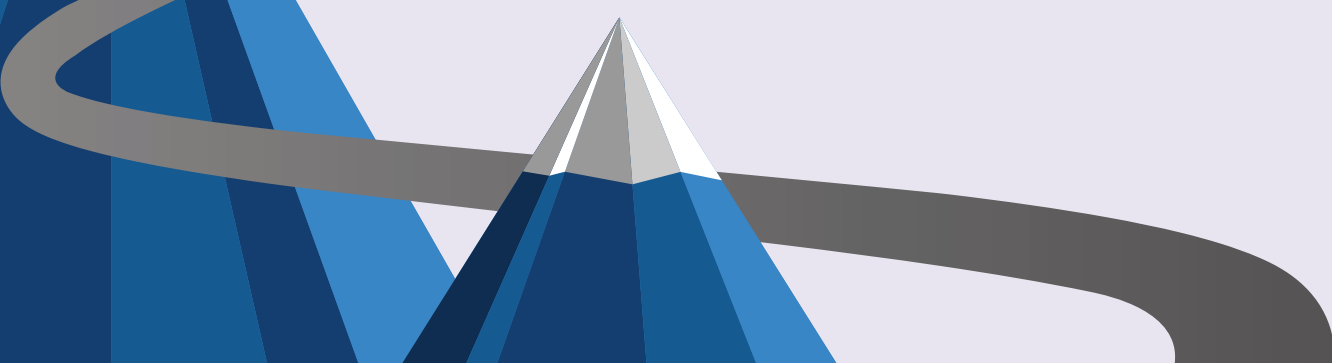
**STRATEGIC GOAL 1:** Retain Educator Talent by Increasing Teacher Retention

## OBJECTIVES

**OBJECTIVE 1:** Ensure teachers are supported by providing continual training and professional development necessary for impactful teaching through professional licensure

**OBJECTIVE 2:** Differentiate teaching as a career by offering advancement opportunities that encourage teachers to remain in the classroom

**OBJECTIVE 3:** Improve teacher working conditions





## **STRATEGIC GOAL 2:** Retain and Attract Educator Talent by Increasing Teacher Compensation and Benefits

### **OBJECTIVES**

**OBJECTIVE 1:** Explore a state recommended minimum educator salary at or above school districts' cost-of-living

**OBJECTIVE 2:** Create compensation incentives to subsidize district cost-of-living

## **STRATEGIC GOAL 3:** Attract Educator Talent in Content Shortage Areas by Developing Targeted Programs in Areas of Need

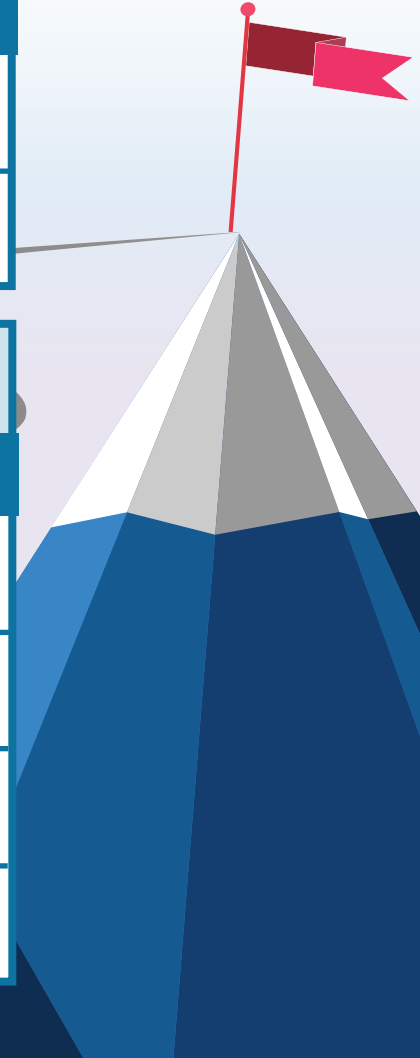
### **OBJECTIVES**

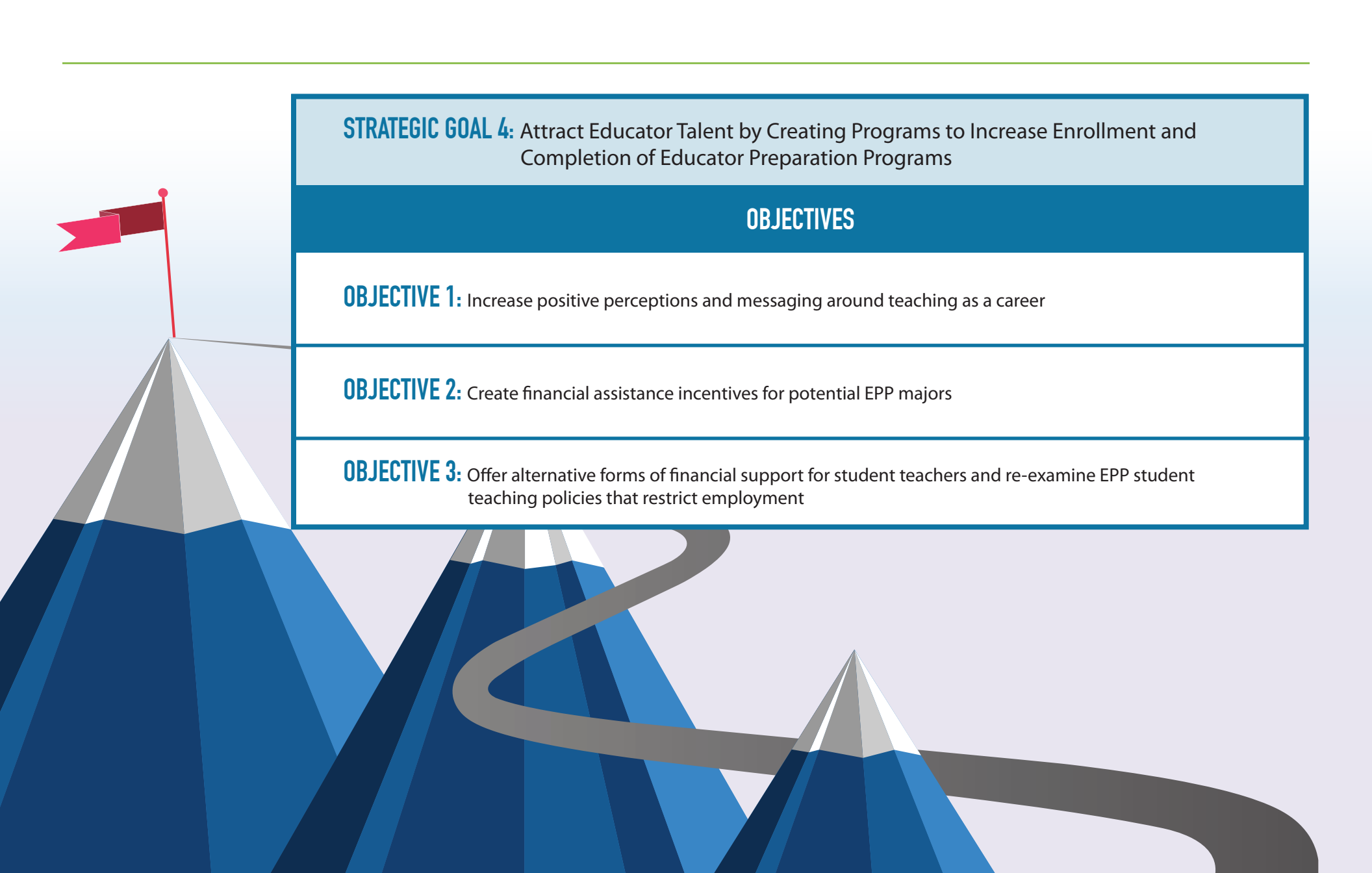
**OBJECTIVE 1:** Establish hiring projections

**OBJECTIVE 2:** Increase the number of dual licensure program offerings in teacher shortage areas

**OBJECTIVE 3:** Prepare more teacher candidates in teacher shortage areas (early childhood education and care, mathematics, science, special education, world languages, and music, as well as minority educators)

**OBJECTIVE 4:** Encourage teachers retired from teacher shortage areas to return to teaching





**STRATEGIC GOAL 4:** Attract Educator Talent by Creating Programs to Increase Enrollment and Completion of Educator Preparation Programs

## OBJECTIVES

**OBJECTIVE 1:** Increase positive perceptions and messaging around teaching as a career

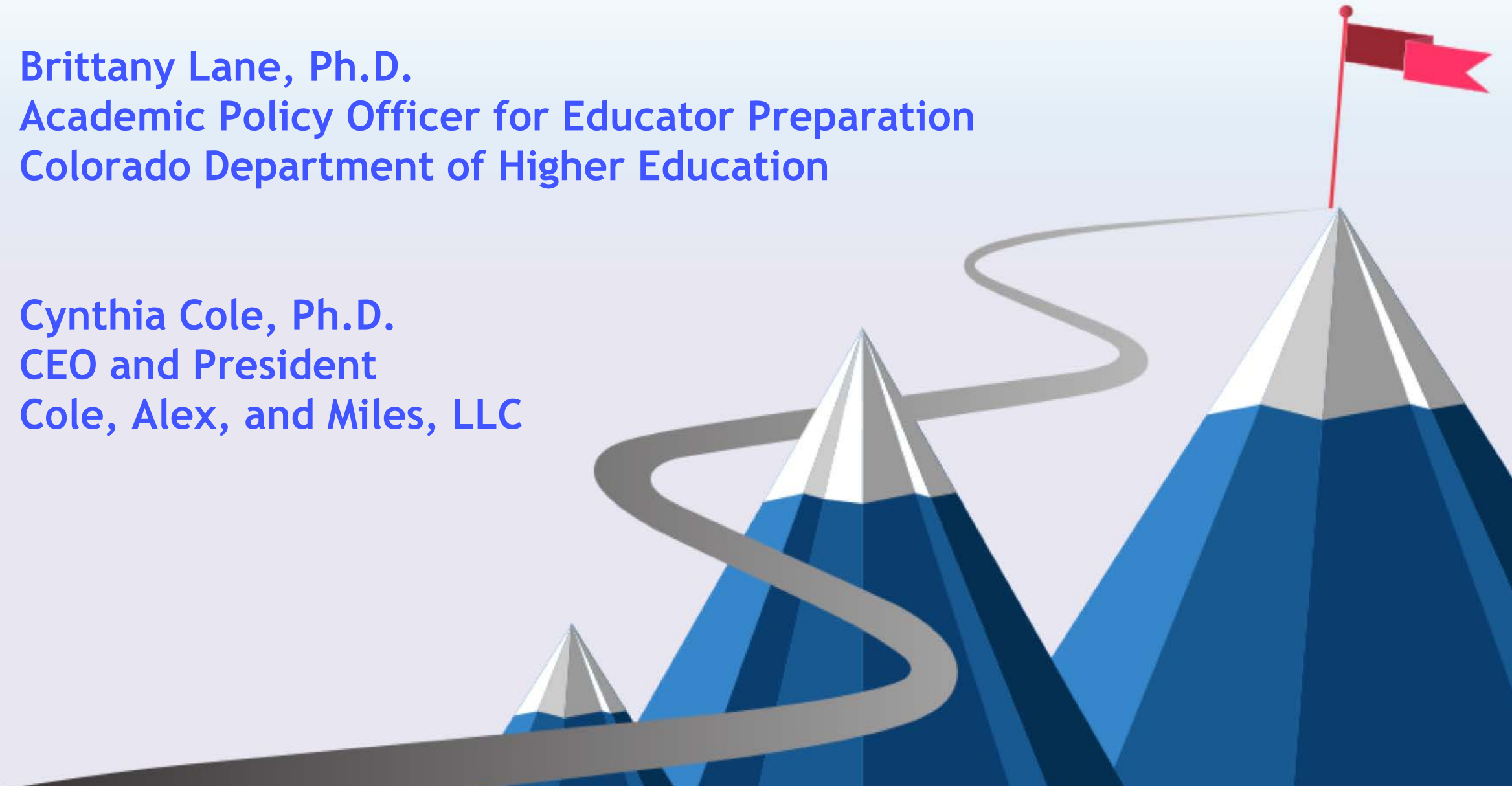
**OBJECTIVE 2:** Create financial assistance incentives for potential EPP majors

**OBJECTIVE 3:** Offer alternative forms of financial support for student teachers and re-examine EPP student teaching policies that restrict employment

## Presented by:

Brittany Lane, Ph.D.  
Academic Policy Officer for Educator Preparation  
Colorado Department of Higher Education

Cynthia Cole, Ph.D.  
CEO and President  
Cole, Alex, and Miles, LLC



# CDHS Legislative Proposals 2018

\*Proposals subject to change, withdrawal, and/or additions



**COLORADO**  
Department of Human Services

--Updated 11/28/2017--

## Discipline CDHS Employees Who Have Harmed Vulnerable Persons

- CDHS has faced significant difficulties ensuring employees who have a finding of abuse and/or neglect against a vulnerable resident in a CDHS 24/7 facility are kept separated from these clients by no longer being employed by CDHS.
- Allows the proper discipline of CDHS employees who have a finding of abuse and/or neglect. If these employees abuse CDHS residents, they should not be working in state facilities.

## Ensuring Protections for Older Youth in the Child Welfare/DYS Systems

- Modifies the statutory definition of institutional abuse to allow and require county departments to assess allegations of institutional abuse and/or neglect of youth, ages 18 to 20, in out of home placement or commitment to the Division of Youth Services.
- Also modifies the criminal code to have law enforcement involvement when appropriate.

## Supporting Foster Parents and Youth

- Ensures that foster parents are identified as a vital members of the care continuum.
- Clarifies statute to outline acceptable practices for sharing the right youth information with foster parents.
- Authorizes county departments the option to provide voluntary support services to families in need.
- Prioritizes foster care youth for child care assistance.

## Foster Care Performance-Aligned Funding

- Changes cost-share of certified foster care to 90% state-10% county.
- Changes cost-share of congregate care to 70% state-30% county.
- All other services remain at 80% state-20% county.
- Creates a new cash fund for underspending to re-invest in counties to increase permanency.
- Congregate care is 4x more expensive than foster care, but does not produce the best child outcomes.

## Strengthening the Colorado Children's Trust Fund

- Clarifies and focuses the mission of the Colorado Children's Trust Fund (CCTF) to prevent child fatalities throughout the state. Updates membership on the CCTF Board, as well as their powers and duties to make it stronger and more influential.
- Establishes a 501(c)(3) arm of the CCTF to secure additional resources from the private and philanthropic sectors to support child abuse and neglect prevention programming at both the local and state levels.

## ReHire Colorado Reauthorization

- Extends the ReHire Colorado jobs program that targets Veterans, seniors, and non-custodial parents.
- Small businesses also benefit from ReHire, allowing them to hire workers they normally would not be able to afford. ReHire has connected with over 230 small businesses.
- ReHire is a thoroughly evaluated program that has shown a tremendous return on investment.

## Colorado Statewide Early Childhood Vision

Colorado has made significant strides in the quality, access, and equity in early childhood supports and services across the *Early Childhood Colorado Framework (Framework)* domains of Family Support and Education, Health and Well-being, and Learning and Development. Representatives from all of these areas across Colorado will begin a multi-faceted effort to document major milestones, understand current and future opportunities to improve quality, access and equity, and prioritize the short- and long-term actions and investments to help guide future efforts to advance outcomes for Colorado children and families.

**Early Milestones Colorado** will develop a comprehensive history concerning the evolution of early childhood efforts across the Framework domains in Colorado. The main outcomes of this project will be to:

- Educate new policy makers concerning current and past progress;
- Help inform future priority-setting for those new to the field, including local and state administrators;
- Provide additional analysis of principles and conditions to be considered to help guide next steps; and
- Share the story of Colorado's progress and accomplishments with national stakeholders.

Colorado organizations the **Colorado Children's Campaign** and **Clayton Early Learning** will convene thought leaders, solicit input from community voices and practitioners, and review the best evidence of what works for young children to develop a menu of policy opportunities and strategies Colorado could utilize to advance outcomes for kids and families. They have formed a cross-sector policy vision advisory board to guide and inform the policy opportunities and investments and are engaged in community feedback collection and policy analysis that will result in:

- A comprehensive platform of policy opportunities and investments that include measures of unmet need, equity impacts, and cost considerations for various policy strategies;
- A product that will be searchable and includes policy opportunities with measurable outcomes, data and community insights; and
- Increased capacity, diversity, and volume of voices to advance a shared policy agenda.

The **Early Childhood Leadership Commission**, Colorado's state advisory council on early childhood, will build on the history and platform of policy opportunities and investments described above, along with engagement with additional stakeholders, to prioritize the issues most in need of policy advancement and investments to support kids and families as Colorado transitions to new state leadership. The ECLC will:

- Reflect upon the areas where policy advancements are most needed in Colorado and draft an initial prioritized early childhood vision;
- Gather feedback from stakeholders by asking Commissioners to engage with their communities, developing a questionnaire to stakeholders based on the draft prioritized statewide vision, and facilitating several listening sessions throughout the state; and
- Develop and share a prioritized shared vision for early childhood in Colorado.

The goal of this work is to summarize and prioritize a set of opportunities, policies, and investments that the collective early childhood community will use to advance efforts to ensure that all children across Colorado are healthy, valued and thriving.