

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, September 13, 2019 - 9:00-10:50 am
Colorado Department of Human Services, 1575
Sherman St Denver, CO 80203, Room 4 A/B

[https://attendee.gotowebinar.com/register/2314496
562438843139](https://attendee.gotowebinar.com/register/2314496562438843139)



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 August 9, 2019



A Recap of Colorado Project LAUNCH (2014-2019)

Phuonglan Nguyen

COLORADO

Project LAUNCH

*Linking **A**ction for **U**nmet **N**eeds in **C**hildren's **H**ealth*



Project Recap

For the Program Quality & Alignment Subcommittee

September 13, 2019

Promotion & Prevention Strategies

HOLISTIC PERSPECTIVE | ECOLOGICAL FRAMEWORK | PUBLIC HEALTH APPROACH

FAMILY-CENTERED | CULTURALLY AND LINGUISTICALLY COMPETENT



Full implementation report available:
<https://www.ecpac.org/systems/reports/>

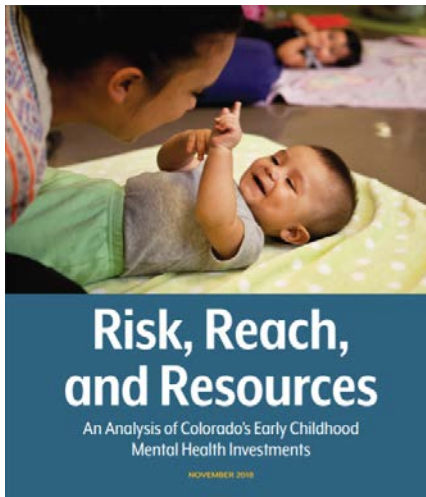
Workforce development

- Cross-sector, multidisciplinary training and capacity building
 - Maternal and Child Health Title V partnership
- Workforce shortage
- Pathway for consultation in higher education



Public education

- [Risk, Reach and Resources](#) report
- Public awareness campaigns on mental wellness
- earlychildhoodmentalhealthco.org



LET'S TALK ABOUT THE
ELEPHANT IN THE ROOM

PROMOVIENDO LA SALUD
SOCIAL, EMOCIONAL Y
DEL COMPORTAMIENTO



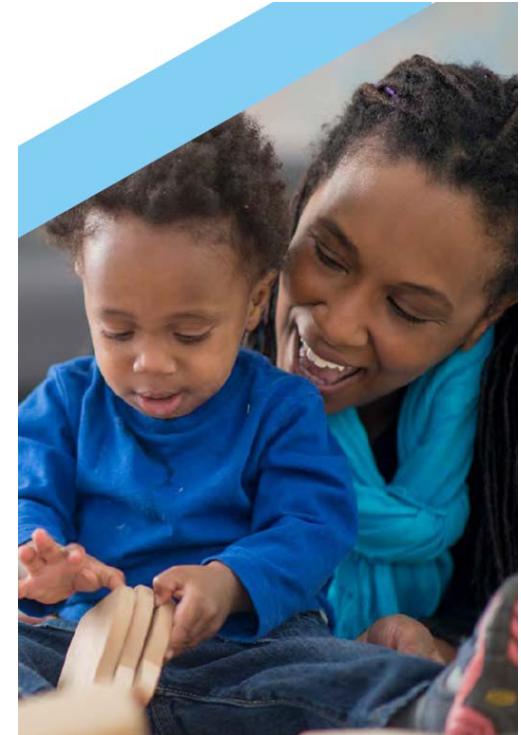
Infrastructure & system building

- Aligning local and state priorities, processes and outcomes
- Aligning Medicaid and early childhood state investments
- Early Childhood Mental Health Strategic Plan
- Partnership with LAUNCH Together



Early childhood mental health

- Early childhood mental health consultation system:
 - Theory of change
 - Key components of practice
 - New consultant orientation
 - Resource “hub”
- Early Care and Learning Resources study
- Early Childhood Mental Health Specialist state program

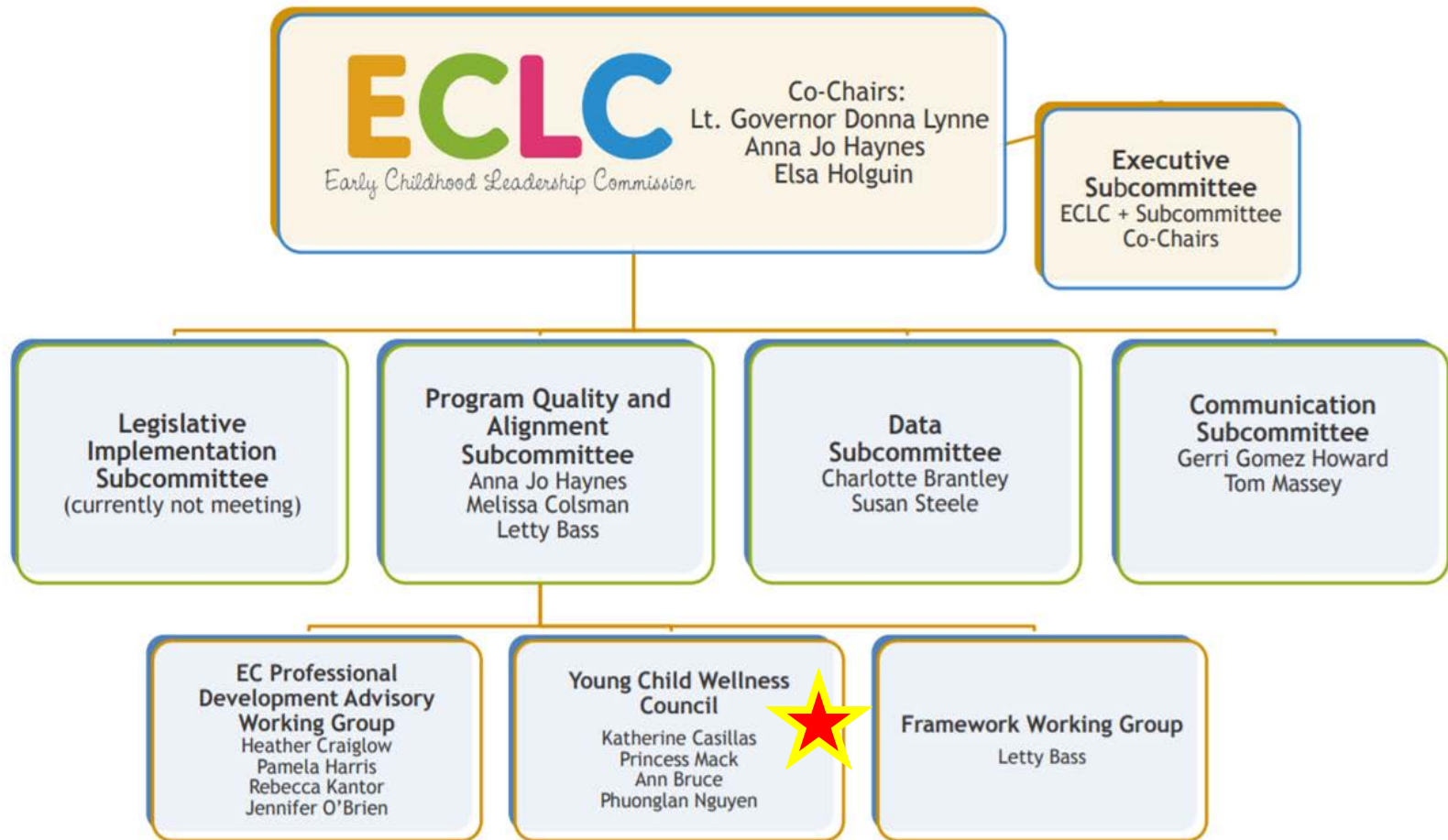


Screening-referral-services

- Early Childhood Screening and Referral Policy Council
- Screen-refer-services continuum
- Local control and autonomy



State Young Child Wellness Council



State Young Child Wellness Council

SAMHSA Charge:

“Establish a state Young Child Wellness Council (YCWC) to provide support to the project by bringing families and public and private partners together to improve policies, programs, and approaches...”

Representation on the YCWC must include, but is not limited to individuals from health, behavioral health, education, childcare, Head Start, child welfare, and early intervention sectors. At least 10 percent representation must be from families with children from birth to 8 years of age...”

State-Developed Charter:

“The Young Child Wellness Council serves as the clearinghouse and connector for Colorado Project LAUNCH (including the Early Childhood Partnership of Adams County), local community LAUNCH efforts, and other state or local early childhood mental health initiatives aimed at improving the social emotional well-being of young children (0-8) and their families.”

Colorado Project LAUNCH

State Young Child Wellness Council Charter

Developed and Recommended by the Charter Development Work Group¹
February 12, 2018



VISION

All children in Colorado are valued, healthy, and thriving.

MISSION

The mission of Colorado Project LAUNCH is to improve the Colorado early childhood system by enhancing the expertise of behavioral health providers in the primary care and child-serving sectors through:

1. Increasing access to and availability of evidence-based prevention and wellness promotion practices;
2. Addressing health disparities by incorporating the National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (the National CLAS Standards);
3. Increasing equity through access, use, and outcomes for racial and ethnic minority children and families; and
4. Building and sustaining an effective early childhood system that is equipped to support early childhood mental health competence.

The long-term goal of the Council is to contribute to the sustainability of a seamless system of services for Colorado children and families. Colorado Project LAUNCH aims to do its work through a multi-generational, holistic and family-centered lens.

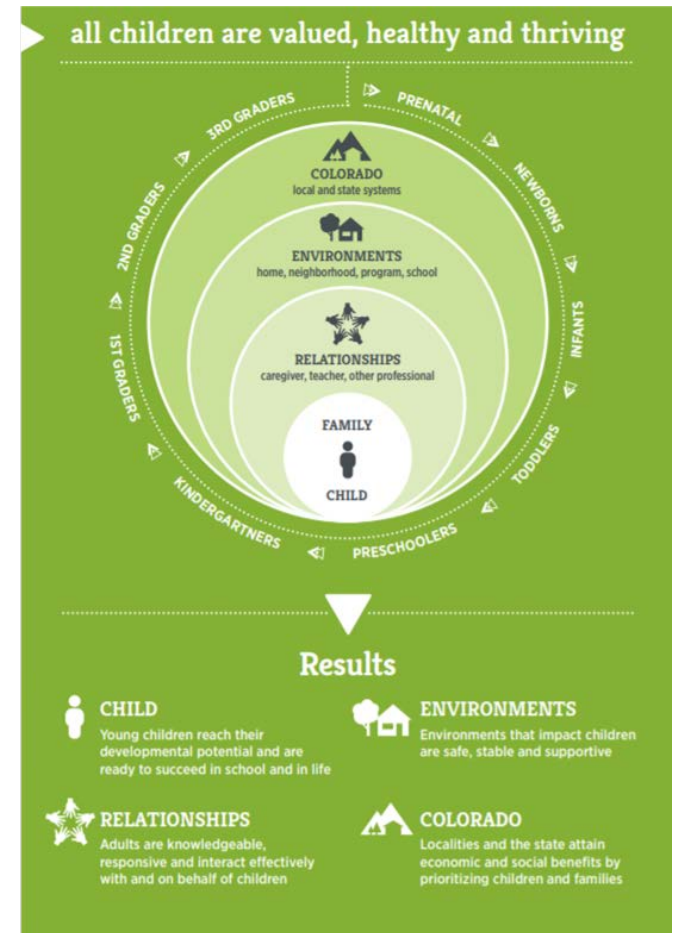
ROLE & PURPOSE OF THE YOUNG CHILD WELLNESS COUNCIL

The Young Child Wellness Council serves as the clearinghouse and connector for Colorado Project LAUNCH (including the Early Childhood Partnership of Adams County), local community LAUNCH efforts, and other state or local early childhood mental health initiatives² aimed at improving the social emotional well-being of young children (0-8) and their families.



Structure and role in Colorado's system

- New advisory body or embed in existing?
- Relationship/relevance to ECLC, PQA Subcommittee
- Family versus professional roles and contributions (recruitment, engagement post recruitment)
- What is the “work”?



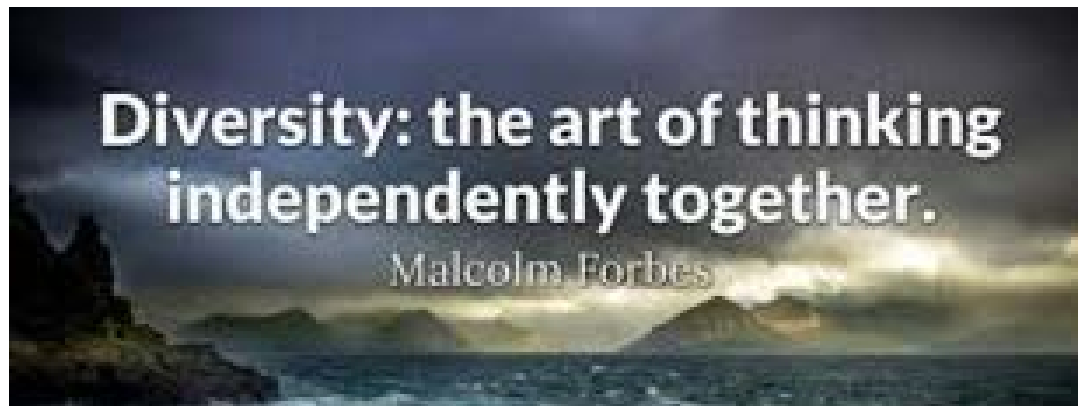
Results

- Advocacy for increased family engagement in different settings
 - Raising awareness and inspiration
 - Capacity building (public speaking and presentation skills, context for state early childhood system)
 - “Safe” space (race, social services)
- Capacity building for family partners
 - State and national conferences, trainings, events, etc.
 - Skills building (coaching, SE content, how state agencies work)



Lessons learned

- Ongoing “leveling”
- Start-up/Wind down time
- Membership turnover/inconsistent engagement
- Unclear measurements - unclear results
 - Perceived lack of responsiveness and commitment to the “family voice”
 - Perceived lack of cohesion between local and state efforts
- Incentives for engagement helpful but not enough



Lessons learned - Project LAUNCH

Readiness factors & ingredients for success

- Planning for sustainability early
- Solid foundation in five core strategies (understanding, commitment, experience)
- Alignment to a priority of the Office of Early Childhood
- Health care/public health partnerships



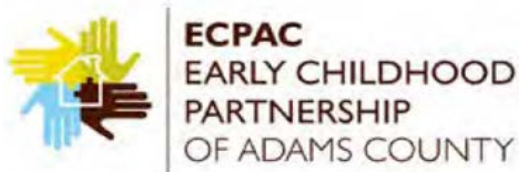
Important skills and knowledge

- Scaling from local implementation to state or regional
- Shared vision, transparent communication, project management (cooperative grant)
- Strategic partnerships (systems and policies)
- Data use for ongoing quality improvement

Opportunities

- Financing for promotion and prevention
- Determinants of health
- Pathway for early childhood mental health consultation
- Messaging and communication

Sustaining Momentum Built...



- ECMHC infrastructure
- Preschool Development Grant
- MCH Title V 2021-25
- Early Childhood Screening & Referral Policy Council
- Family resource hub
- Implementation (policy, financing)
- Family-centered programs & services
- Alliance for the Advancement of Infant Mental Health & ECMH Endorsement

TO ALL OF OUR PARTNERS
WHO HELPED US BUILD
A BETTER AND BRIGHTER
FUTURE FOR OUR CHILDREN
AND FAMILIES ...

THANK YOU!



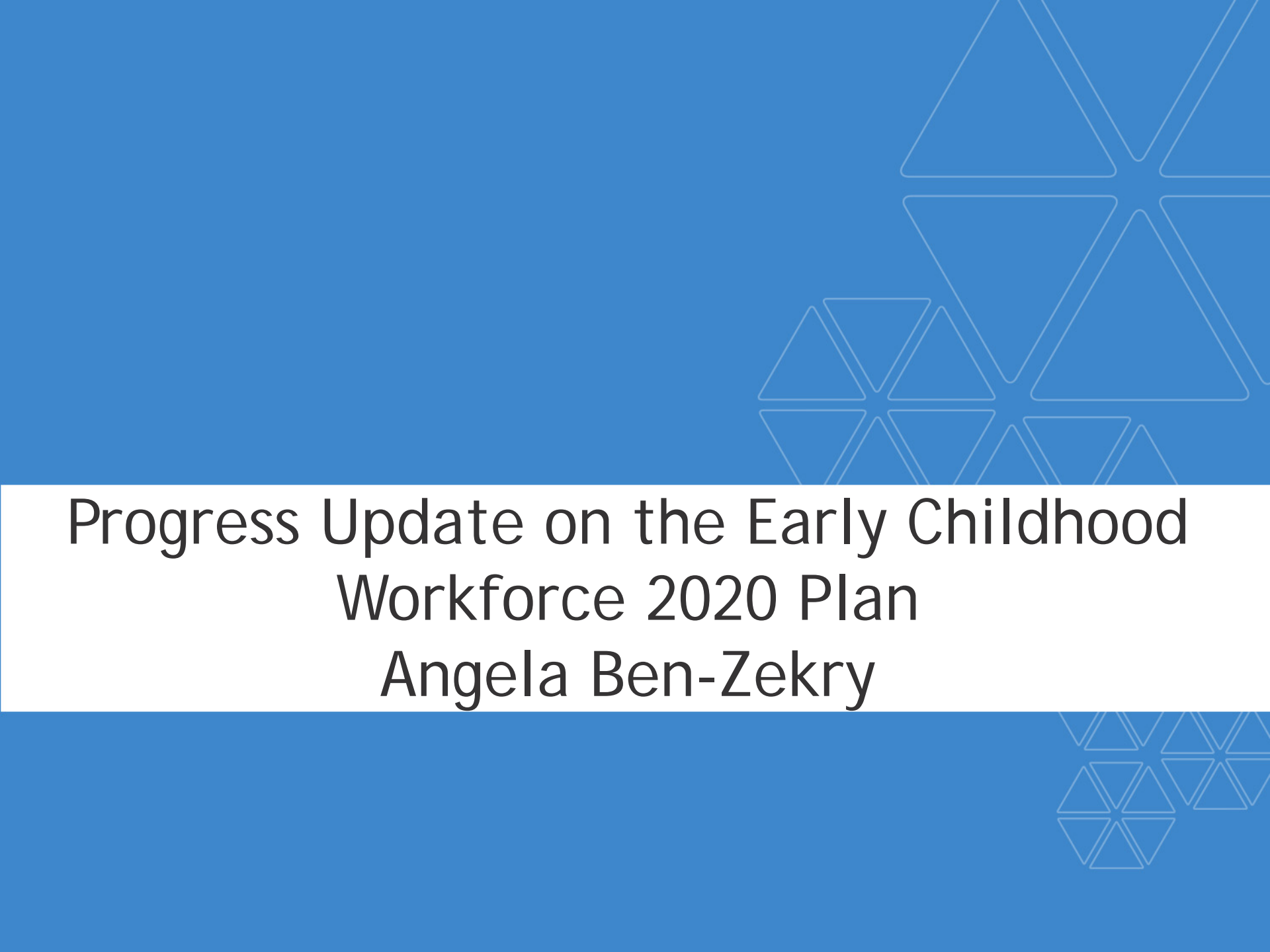
COLORADO
Office of Early Childhood
Department of Human Services



COLORADO
Department of Public
Health & Environment



SCHOOL OF MEDICINE
JFK Partners
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS



Progress Update on the Early Childhood
Workforce 2020 Plan
Angela Ben-Zekry

Early Childhood Workforce 2020 Plan Update

Angela Ben-Zekry

Early Childhood Workforce Coordinator

Office of Early Childhood



Mapping the Workforce 2020 Plan

- Mapping the Early Childhood Workforce 2020 Plan was possible because the Office of Early Childhood received a one-year federal Preschool Development Grant (PDG).

The project described in the following pages 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.



Mapping the Workforce 2020 Plan

- Plan created in June 2017
- Understand progress made across the state to address EC Workforce 2020 Plan priorities
- Identify opportunities for alignment and collaboration
- Identify gaps that need to be addressed

1	Workforce Development Goal: Cultivate the competencies of a highly-qualified, diverse early childhood workforce.	Timeline	Activity	Contact	Progress	Opportunities/Challenges for the future	Links to additional information
2	Objective 1: PROVIDE EARLY CHILDHOOD EDUCATORS WITH A CLEAR CAREER PATHWAY ALIGNED TO PROFESSIONAL DEVELOPMENT AND EDUCATION.						
3	a. Collaborate with Colorado state agencies (e.g. Education, Human Services, Higher Education) and early childhood experts to streamline workforce requirements, including those in program licensing, for early childhood educators	1	Innovation grants (Valley Settlement and St. Vrain)	Early Milestones	in-progress	Follow-Up to find out opps	https://earlymilestones.org/2019-workforce-grantees/
4	b. Establish clearly-defined, shared terminology for different roles and credentials that cross settings and sectors	1	Career pathways work - shared terminology and map roles	Melissa Martin	in-progress	Follow-Up to find out opps	https://www.mycoloradojourney.com/journeytools/careers/education/early-childhood-education
5	c. Review and update Colorado's Competencies for Early Childhood Educators and Administrators to confirm that they comprehensively include knowledge and skills, in a variety of domains, that professionals need to be successful.	1	CWDC career pathways mapped competencies from core roles	Melissa Martin	done	Need to crosswalk to ECE competencies	https://www.mycoloradojourney.com/journeytools/careers/education/early-childhood-education

Six Objective Areas

Workforce Development
Recruitment and Retention
Compensation
Leadership
Finance
Data and Continuous Quality Improvement

Workforce Development Activities

- PDG Evaluation Work - workforce data governance
- PDG Work Groups providing recommendations to align workforce requirements (Professional Credential, Competencies, Qualifications, QRIS Framework)
 - Improvements being recommended for PDIS
- Colorado Workforce Development Council collaboration to define early childhood career pathways
- Statewide articulation agreements being reviewed
- Waivers and alternative pathways being explored and defined



Recruitment and Retention Activities

- Producing more training materials in Spanish and other languages
 - CDA in Spanish, English Language Learner cohort pilots
- PDG Evaluation Work - workforce turnover data
- Apprenticeship programs, Teach for America, provisional ECT waiver, and other alternative pathways
- PDG - sector partnerships being explored with Small Business Development Council Network and Workforce Development

Compensation Activities

- PDG Evaluation Work - compensation analysis opportunities
- Early Milestones Innovation grants - lessons learned TBD
- Summit County access to health care and mental health care for early childhood workforce
- Small Business Majority work around benefits pools
- Early Childhood Teacher Tax Credit going into affect in tax year 2020

Leadership Activities

- ECPD mapping and reviewing activities related to the EC Workforce 2020 Plan in collaboration with:
 - Colorado Department of Education
 - Colorado Department of Higher Education
 - Colorado Department of Labor and Employment
 - Colorado Workforce Development Council
 - Office of Early Childhood
- Representatives presented to the Early Childhood and School Readiness Legislative Commission to suggest related policy opportunities
- Office of Early Childhood working to understand how PDG grant can support workforce opportunities



Finance Activities

- Office of Early Childhood - Senate Bill 63 analysis
- PDG - User Interface/User Experience analysis of state websites being done
 - PDIS improvements being made
- PDG - exploring use of Colorado Opportunity Fund and Workforce Innovation and Opportunity Act funding for early childhood professionals
- Early Childhood Teach tax credit - tax year 2020

Data and Continuous Quality Improvement Activities

- PDG evaluation work - workforce metrics project
- PDG QRIS Framework Work Group - providing improvement recommendations (may include QRIS data system recommendations)
- Child care licensing reviewing approval time
- Colorado Shines working to increase PDIS course completion
- PDIS improvements being made

Gaps and Opportunities

- Preschool Development Grant 2-4 year implementation grant
 - Will try to address some gaps and opportunities
- Emphasis on recruiting a diverse workforce
- Creating a qualified workforce to serve children with disabilities
- Compensation and benefits
- Scale pilot programs that work
- Need support from PQA, Data and Communication Subcommittees to tackle additional gaps

Thank you!

Ways to Participate

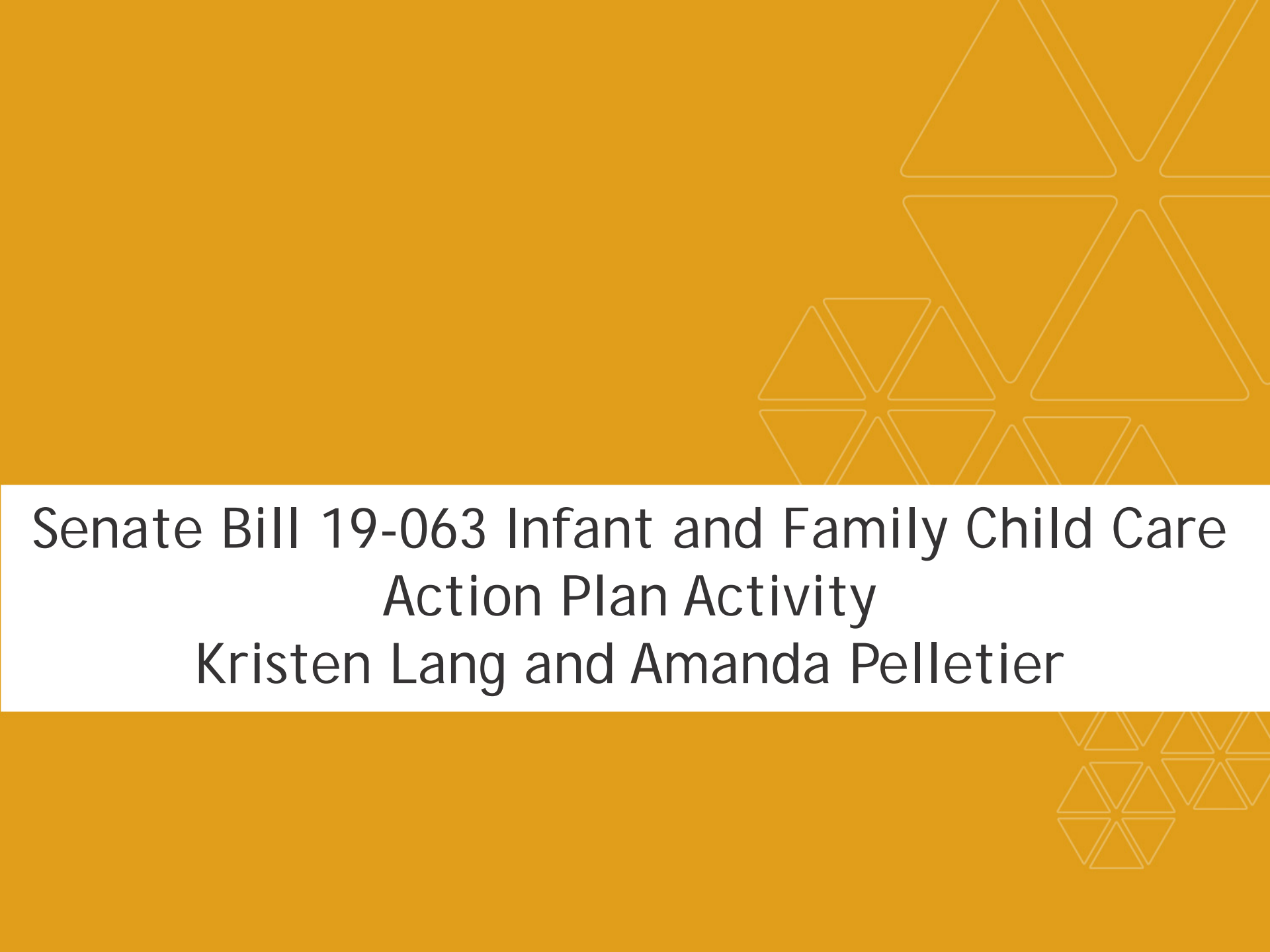
Attend upcoming ECPD Meetings

- October 1, 1:00-3:00pm, 1570 Grant Street
- December 3, 1:00-3:00pm, 1570 Grant Street

Email Project Information to Angela Ben-Zekry at:

Angela.ben-zekry@state.co.us





Senate Bill 19-063 Infant and Family Child Care
Action Plan Activity
Kristen Lang and 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

SB63

OVERVIEW



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.



Process

- Study the decline of family child care homes and available infant child care in the state
- Identify the reasons for these shortages
- Create Strategic Action Plan for improving the recruitment and retention of family child care homes and available infant child care



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



Update on the SB 63 Discussions Toolkit

http://coloradoofficeofearlychildhood.force.com/oec/OEC_Partners?p=Partners&s=SB63&lang=en

- We funded 11 applications for community conversations = 11 events in 11 different counties



QUESTIONS?



COLORADO
Office of Early Childhood
Department of Human Services

SB63

DISCUSSION



COLORADO
Office of Early Childhood
Department of Human Services

What additional factors hinder the availability of family child care homes and infant care ?

- Child care licensing
- Local regulations (i.e. zoning, business licensing)
- Workforce issues
- Business development and training
- Public perception and public will



Possible Solutions

- Choose a table based on your area of interest
 - Child care licensing
 - Local regulations (i.e. zoning, business licensing)
 - Workforce issues
 - Business development and training
 - Public perception and public will
- Pick the one issue from the list on the table that the group thinks is most critical to address
- Develop a solution to that issue that, if implemented, would help ensure an adequate supply of family child care and/or infant care





Preschool Development Grant Updates

Preschool Development Grant Updates

- Renewal Application (Lindsey Dorneman)
- Needs Assessment (Alex Caldwell and Michele Lueck)
- Strategic Plan (Morgan Janke)

Colorado Shines Brighter Needs Assessment Update



Michele Lueck
President/CEO

Nina Bastian
Program Manager

**Program Quality and Alignment
Subcommittee**

September 13, 2019

Needs Assessment Updates

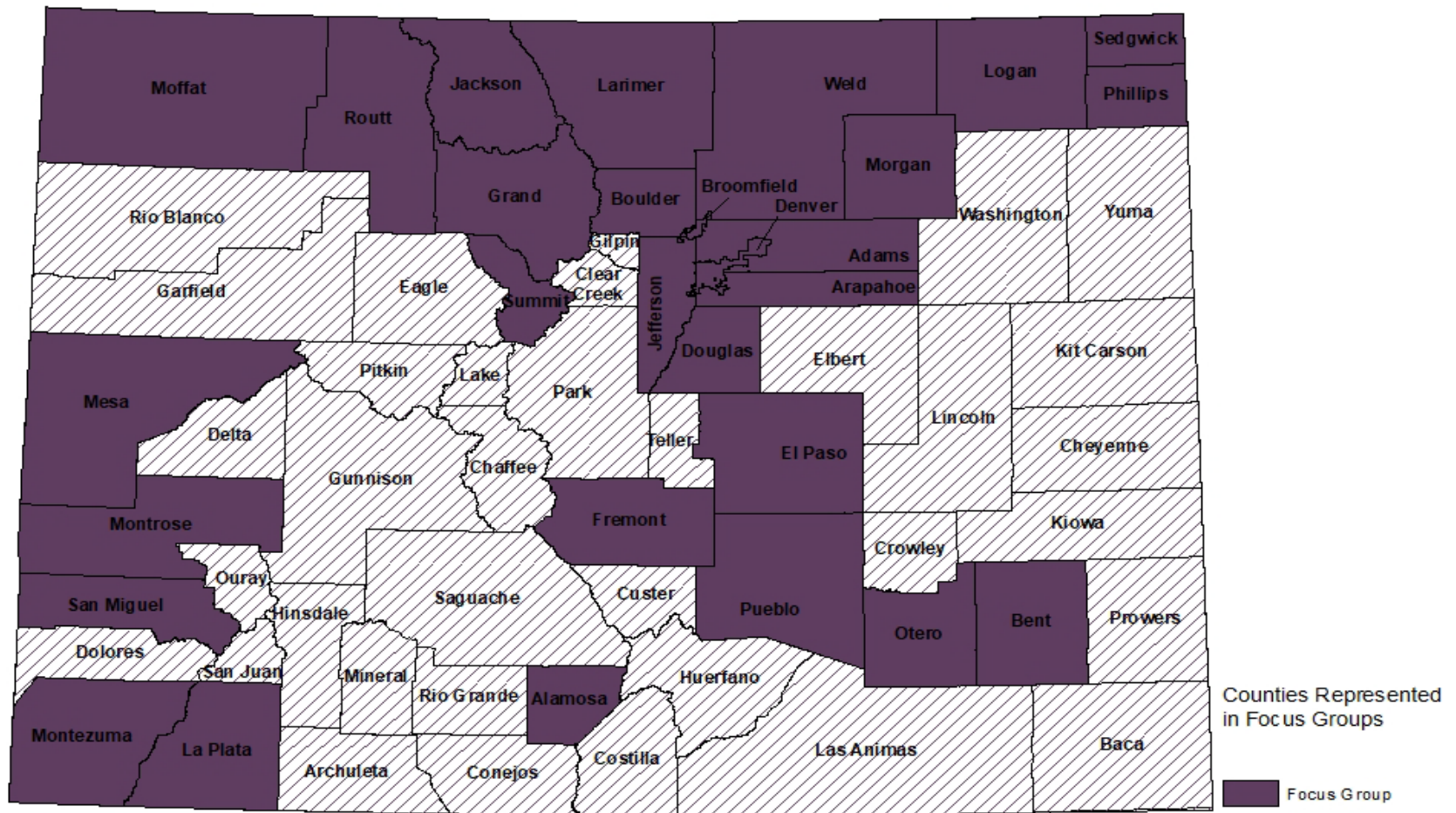
1. Community Engagement
2. Quantitative Analyses
3. Alignment Efforts
4. Next Steps



Community Engagement

- **19** formal focus groups completed
 - Participants included:
 - **137** child care providers and other early childhood stakeholders
 - Approximately **53 percent** from rural counties
 - **102** parents, family members, and guardians
 - Approximately **36 percent** from rural counties
- **6** formal key informant interviews completed
 - Additional interviews to come in September-October

Focus Group Participants Represent 29 Counties



Quantitative Analyses

- Analyses of 19 programs are underway to assess supply and demand of services
- Family survey results will help us refine these analyses
- Family survey closed August 30 with **+3,400** responses

Thank you for your outreach!



Alignment Efforts

- 24 existing needs assessments reviewed and analyzed to date
- Weekly calls with strategic planning and evaluation teams
- Weekly participation in PDG implementation calls
- Preliminary initial findings delivered August 30
 - Discussions are ongoing to inform strategic plan and final needs assessment report

Next Steps

- Our team is at work...
 - Collecting and analyzing additional program-level data, including family survey data
 - Completing key informant interviews
 - Joining the strategic planning team for additional targeted focus groups
- Will come back to the PQA in October to review our analyses
- Needs Assessment Outline: **October 15**
- Needs Assessment Draft: **November 1**



Preschool Development Grant Updates

- Renewal Application (Lindsey Dorneman)
- Needs Assessment (Alex Caldwell and Michele Lueck)
- Strategic Plan (Morgan Janke)

COLORADO SHINES BRIGHTER: STRATEGIC PLAN UPDATE

September 13, 2019



EARLY **MILESTONES**
COLORADO

ADVANCING OPPORTUNITIES FOR CHILDREN'S SUCCESS

STRATEGIC PLANNING TEAM ACTIVITIES AT A GLANCE

1. Stakeholder Outreach

2. Family Outreach

3. Strategic plan collection
and alignment

4. Strategic Plan
Coordination & Development

STAKEHOLDER OUTREACH

Stakeholder outreach designed to understand initiatives currently underway across the state and top priorities from the perspective of key informants.

- 11 of 18 interviews completed
- 7 of 13 focus groups completed
(*formal & informal*)
- Data collection aimed to close by Sept. 20 with a few interviews to be completed in Oct.
- Planning to share draft components of the Strategic Plan with the PQA on Oct. 11
- Survey to secure feedback on draft components of Strategic Plan will be open Oct. 11 – 17

FAMILY OUTREACH

The family outreach survey is designed to understand the programs and services parents want for their children and any barriers they face in accessing these supports.

- 5 of 11 focus groups completed
- Family survey currently in the field
- Data collection aimed to close by Sept. 20

STRATEGIC PLAN ALIGNMENT

The purpose of this activity is to review, analyze, and align existing strategic plans from early childhood programs, services, and entities across the state. This alignment activity may help OEC better identify priorities for the PDG strategic plan based on activities that are or are not being led by other ECE entities.

- 41 strategic plans and reports collected and analyzed
- Draft report will be submitted later this month

STRATEGIC PLAN COORDINATION & DEVELOPMENT

- Weekly calls with strategic planning team, needs assessment team, and evaluation team
- Weekly participation in the PDG update calls hosted by OEC
- Submitted crosswalk of PDG requirements for the strategic plan and the OEC goals and priorities – Aug. 30
- Submitted strategic plan outline that aligns the PDG requirements, OEC goals and priorities, with the Early Childhood Colorado Framework – Aug. 30
- Planning to share draft components of the Strategic Plan with ECLC on Oct. 24

STRATEGIC PLAN TEAM CONTACTS

Sarah Daily

PDG Strategic Plan Project Manager
Child Trends

sdaily@childtrends.org

Carrie Germeroth

PDG Strategic Plan Family Engagement Lead
Marzano Research

Carrie.Germeroth@marzanoresearch.com

Morgan Janke

PDG Strategic Plan Stakeholder Engagement Co-Lead
Early Milestones Colorado

mjanke@earlymilestones.org



Update on Early Childhood Forums

Kristina Heyl

Please join the Colorado Department of Human Services' Office of Early Childhood for an opportunity to strengthen Colorado's early childhood system.

Learn about our vision for early childhood, key initiatives including the Colorado Shines Brighter Preschool Development Grant Birth Through Five, and provide feedback to shape the future of early childhood!



WHO SHOULD ATTEND

Families of young children, caregivers, early care and learning professionals, individuals that provide support to strengthen families and nurture the well-being of children, health care providers, early childhood advocates, policymakers, and others.

WHERE and WHEN

Choose the conversation that's most convenient for you! RSVP for the event of your choice here: <https://tinyurl.com/yyzp6pxq>

Monday, September 30, 6:00-7:30 p.m. - Pueblo

Pueblo Community College Hoag Theater, 900 W. Orman, Pueblo

Tuesday, October 1, 6:00-7:30 p.m. - Grand Junction

Mesa County Workforce Center, 512 29 1/2 Road, Grand Junction

Thursday, October 10, 6:00-7:30 p.m. - Loveland

Thompson School District Admin Building, 800 S Taft Ave, Loveland

Thursday, October 10, 6:00-7:30 p.m. - Webinar

Register here: <https://tinyurl.com/y45ksav3>

DETAILS

A light dinner will be provided starting at 5:30pm.

On-site child care may be available; please indicate if you need child care on the RSVP form at least seven days prior to the event.

This forum will be accessible to all persons. Language translation services and auxiliary aids and services such as Sign Language Interpreters available upon request; please indicate these requests on the RSVP form at least seven days prior to the event.

Únase a la oficina de la primera infancia del departamento de servicios humanos de Colorado para tener la oportunidad de fortalecer el sistema de la primera infancia de Colorado.

¡Conozca la visión para la primera infancia, iniciativas clave, incluida la beca Colorado Shines Brighter para el desarro desde el nacimiento hasta los cinco años, y brinde comentarios para dar forma al futuro de la primera infancia!

¿QUIÉN?

Cualquier persona que cuida a los niños, profesionales que brindan apoyo a familias y niños, defensores de la primera infancia, proveedores de servicios de salud, formuladores de políticas y otros.

¿DÓNDE Y CUÁNDO?

¡Escoge la conversación que más te convenga!

¿Quieres unirse a un grupo de enfoque en español? Por favor responda aquí: <https://forms.gle/SFgEYD1BXnDPqjUn9>

Lunes, 30 de septiembre, 6:00-7:30 p.m. - Pueblo

Pueblo Community College Hoag Theater, 900 W. Orman, Pueblo

Martes, primero de octubre, 6:00-7:30 p.m. - Grand Junction

Mesa County Workforce Center, 512 29 1/2 Road, Grand Junction

Jueves, 10 de octubre, 6:00-7:30 p.m. - Loveland

Thompson School District Admin Building, 800 S Taft Ave, Loveland

LOS DETALLES

Se proporcionará cena a las 5:30pm, el evento comienza a las 6:00 p.m.

Cuidado de niños podrá ser disponible en el sitio, por favor indique que necesitará cuidado de niño; indique estas solicitudes en el formulario al menos 7 días antes del evento.

Este foro será accesible para todas las personas. Servicios de traducción de idiomas y ayudas auxiliares y servicios tales como intérpretes de lenguaje de señas disponibles previa solicitud; indique estas solicitudes en el formulario al menos 7 días antes del evento.





Public Comment and Member Updates

Next Steps and Adjourn

- Agenda Topics for Future Meetings

Next Meeting:
ECLC Program Quality & Alignment
Friday October 11, 2019
from 9:00-11:00 am

Webinar Only

<https://attendee.gotowebinar.com/register/2314496562438843139>

