

The logo for the Transition Advisory Group features the text "TRANSITION ADVISORY GROUP" in a dark blue, sans-serif font. The text is enclosed within a light blue L-shaped frame that consists of a vertical line on the left and a horizontal line at the bottom, with the top and right corners open.

**TRANSITION
ADVISORY
GROUP**

**Transformative Governance,
Operations, and Funding
Meeting 7
September 30, 2021**

Agenda

- Welcome
- Introduction
- Discuss logistics – Breakout format and GroupMap
- Group discussion and next steps

* This meeting will be recorded via Zoom. Please prepare to mute your microphone if you are not actively speaking.

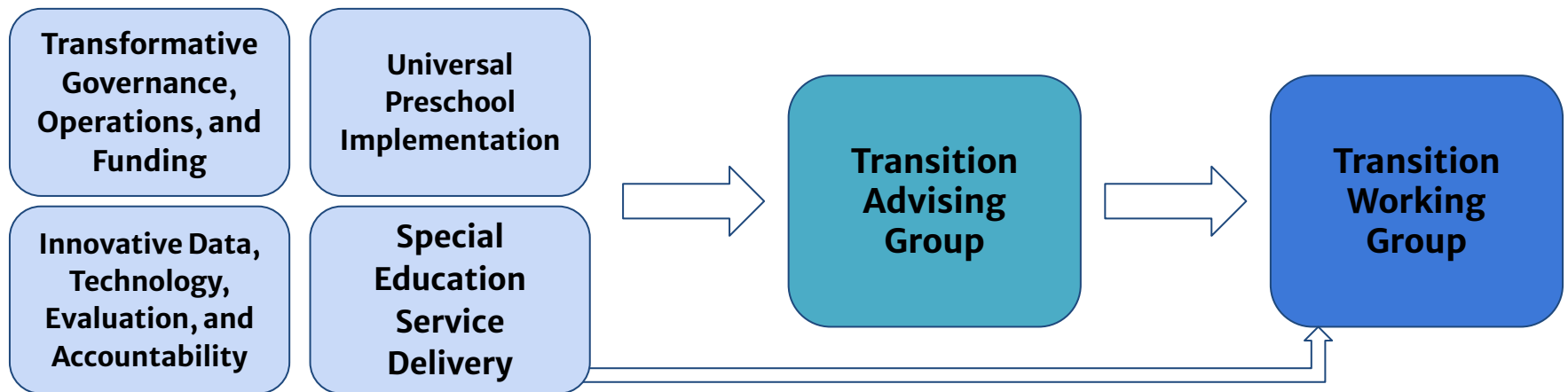
Introduction

HB21-1304 was passed by the General Assembly and signed into law by the Governor in June 2021. The law requires:

- The creation of a new unified Colorado Department of Early Childhood on July 1, 2022.
 - *To create the new department, the bill requires a transition plan, written by the Transition Working Group (TWG), be submitted by November 1, 2021. The ECLC is to approve the transition plan within 14 days after receiving the plan from the Office of the Governor.*
- A planning process for Colorado's new universal, voluntary preschool program, which will be overseen by the new unified Department of Early Childhood. This new Colorado Department of Early Childhood will also be charged with the implementation of this program, beginning July 2023.

SUBGROUP STRUCTURE

The ECLC Transition Advisory Group is convening subgroups to offer insights that will guide the creation of a transition plan to the new unified department of early childhood. Each group will offer recommendations from their perspectives or in their areas of expertise.



Listening Sessions

In addition to the TAG and its subgroups, the ECLC is also convening the following interactive user-centered listening sessions to ensure that the new department will meet the needs of those who are involved in and/or experience Colorado's current early childhood system.

- Provider Experience (August 3)
- Children and Family Experience (August 24)
- Workforce Experience (September 21)

These listening sessions offered critical insight into the user experience of existing programs and systems. They were designed to work in tandem with the subgroups to offer insight to the TAG.

Other Ways to Engage

Stakeholder engagement is a critical component to this process. To offer updated information and gather feedback the ECLC will be managing the following resources for the public:

Updates

- Monthly Transition Plan [Newsletter](#)
- Monthly Town Halls
- Transition [Website](#)

Opportunities to provide input

- Feedback [Form](#)
- Statewide Listening Tour (October 11-15)

Additionally, a human centered design project will be conducted with design sessions and prototype creations for what the future system should look like.

**For more information or to participate, please reach out to Rebecca Peterson, Gary Community Investments - rpeterson@garycommunity.org*

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Other Ways to Engage

Statewide Listening Tour!

- October 11-14, 2021
- 11 Listening Sessions (Including 2 virtual)
- Visit www.earlychildhoodcolorado.org/tour to learn more and register

Preview of Draft Transition Plan for TAG and Subgroup Members

- Thursday, October 7 at 5:30pm
- More info coming soon!



AS COLORADO REIMAGINES EARLY CHILDHOOD,
WE WANT TO HEAR FROM YOU.

STATEWIDE LISTENING TOUR

Join state leaders and community stakeholders Oct.11-15, 2021, for a public presentation and Q&A session.

**EDWARDS + GRAND JUNCTION + MONTROSE
DURANGO + ALAMOSA + PUEBLO + DENVER
FORT MORGAN + FORT COLLINS**

Visit www.earlychildhoodcolorado.org/tour to learn more and to save your seat. Virtual options will be available.



Stakeholder Feedback

The ECLC is committed to ensuring that feedback can be provided in a variety of ways. A feedback form has been created on the ECLC website and will be available throughout the process.

- [Share Feedback Here!](#)

You will receive a link to the feedback that has been received ahead of each meeting as part of the pre-read materials. Please take a few minutes to review and consider the feedback being shared ahead of each meeting.

- [View the Feedback that Has Been Shared Here!](#)

Transformative Governance, Operations & Funding

The Transformative Governance, Operations and Funding Subgroup will focus on the opportunities to align the governance, funding and operations of the new department.

This group will be tasked with discussing the following topics:

- Meeting 1: Identify programs to move to new department
- Meeting 2: Explore governance structures
- Meeting 3: Consider opportunities for blending/braiding funding
- Meeting 4: Identify local structures needed to support the system
- Meeting 5: Consider ideal enrollment processes
- Meeting 6: Staying connected - department, programs, families and providers
- Meeting 7: Integration of Health/Mental Health and Family Support
- Meeting 8: Organizing for equity

Meeting Norms

- Come prepared.
- Mute yourself when not speaking.
- Stay engaged (e.g., actively participate in breakout rooms).
- Be mindful of how much “air time” each member receives.
- Always assume good intent.
- All ideas are valued.

Review Previous Meeting

Ideas to foster coordination and communication between programs both within the agency and external to the department?

1. Make sure that the head of the new department and leadership can model effective communication within the department and with others – and can effectively communicate a vision for coordination.
2. Ensure that every staff member understands the department's overall goals and vision and the positioning of their work within that overall vision.
3. Ensure adequate funding and staffing levels to allow staff members to do their jobs well with reasonable caseloads.
4. Implement a process for barrier and silo busting.
5. Have a clear chain of command and organizational chart so that people within and outside of the department know who to talk to, to get what they need.
6. Create shared goals and accountability across departments.
7. Implement a committee of liaisons to ensure inter-operability between and within departments.
8. Hold informal convenings and relationship building along with formal structures to keep different departments informed of each other's work.
9. Appoint brave leadership who are willing to challenge the status quo.
10. Create a cultural shift towards problem solving and embracing the concept of “no wrong door.”

Ideas for programs within the new department to best incorporate the voices of families, early childhood professionals, and direct service providers?

1. Look for ways to bring in families that are appealing to them – go to their meetings rather than asking them to come to yours.
2. Leadership of the new department should be knowledgeable, willing to set the tone and department culture, and willing to try new things.
3. Use technology solutions to allow families to give feedback at anytime.
4. Consider creating “mini think tanks” hosted by councils that could collect regular input from stakeholders and funnel it to the state.
5. Engagement should be an expectation – either a position within the department that ensures engagement or engagement is infused into all programs.
6. Create a customer service model that sets expectations for considering family voices and acting upon their input.
7. Look to Head Start and Medicaid care coordination as a model for a whole-family/whole-child approach.
8. Use inclusive and relevant language that broadly encompasses everyone including home visiting, early intervention, etc.
9. Meetings should be user-friendly and families should know how their feedback will be used.
10. Provide stipends and support for child care to allow families to participate.

Panel Conversation

Background for Today's Discussion

Vision for the Early Childhood Department

All Colorado children, families, and early childhood professionals are valued, healthy, and thriving.

Final Consideration of Program Movement

After reviewing stakeholder feedback, this is the **draft** TWG recommendation of programs to move:

- Colorado Preschool Program (CPP)
- EC Workforce Development Team*
- All programs/systems currently housed at OEC, including IDEA Part C

Child Care Attendance Tracking System
Colorado Child Care Assistance Program (CCCAP)
Colorado Shines Quality Rating and Improvement System (QRIS)
Early Childhood Councils & CCR&Rs
Expanding Quality in Infant & Toddler Care Initiative
Early Childhood Workforce & Professional Development (PDIS)
Child Abuse Prevention Trust Fund
Colorado Community Response
Community-Based Child Abuse Prevention Program
Early Childhood Mental Health

Early Intervention (IDEA, Part C)
Family Resource Centers
Fatherhood Program
Head Start Collab Office
Home Visiting Programs (e.g., NFP, SafeCare, PAT, Healthy Steps, Child First, HIPPIY)
Incredible Years
Promoting Safe and Stable Families
Background Investigation Unit
Child Care Licensing

Based on the feedback from the Special Education subgroup, TWG has offered a draft recommendation that Part C move to DEC while Part B 619 remain housed at CDE to be reviewed by July 2025.

TRANSITION
ADVISORY
GROUP

Health, Mental Health, & Family Support Panel

Health:

Kellie Teter, MPA, Maternal Child Health Program Manager
Public Health Institute at Denver Health

Mental Health:

Ayelet Talmi, Ph.D., IMH-E® Clinical - Mentor & Professor
University of Colorado School of Medicine

Family Support:

Mark Kling, J.D., Executive Director
Family Resource Center Association

Heather Tritten, MPA, Executive Director
Parent Possible

Online Tool/ Breakout Rooms

Discussion Questions for Today

- React and respond to what you heard from the panel.
- How can the new department integrate health/mental health and family support services with early care and learning?

Sequence of Discussion

1. Orientation to discussion tools
2. Reactions and responses to presentation
 - a. Small group discussion
 - b. Whole group discussion
3. Integrating services
 - a. Small group discussion
 - b. Whole group sharing

Breakout #1 Discussion Process

Select a Guide, Mapper, and Reporter

Discuss and document (25 min)

- Use the link to access the Group Map for the first discussion.
- Add ideas to document your discussion.
- If you see an idea you like, do not repeat – instead use the “thumbs up” button to like it.



We will return to whole group for 10 minutes to share key themes from each small group.

1. Guide

Makes sure the group stays on course and supports meeting norms

2. Mapper

Captures group ideas on the map

3. Reporter

Shares small group discussion during the whole group debrief

Breakout #2 Discussion Process

Select a Guide, Mapper, and Reporter

Discuss and document (35min)

- Use the links to access the your group's Group Map for the question.
- Individually brainstorm ideas.



We will return to whole group for 10 min to share key themes from each small group.

Following the large group discussion, you will have a chance to rate the ideas for incorporating voices of stakeholders.

1. Guide

Makes sure the group stays on course and support meeting norms

2. Mapper

Captures group ideas on the map

3. Reporter

Shares small group discussion during the whole group debrief

**Closing/
Next Steps**

Next Steps



If you would like to receive meeting materials, including meeting dates, emails and agendas, please subscribe to the Newsletter and update your subscription profile to include information on this subgroup.



Participants of each subgroup are **highly encouraged to attend all meetings of that group** and should be prepared to review approximately 1 hour of materials prior to the meetings.

Future Meetings for Transformative Governance, Operations, and Funding

- Meeting 8, October 7

Contact us:

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ECLC - kristina.hey@state.co.us