



Thursday, November 10, 2016
9:00 am – 12:00 pm
Clayton Early Learning - Main Auditorium
3801 Martin Luther King Blvd; Denver, CO

Meeting Objectives:

- Approve the meeting minutes from September 8, 2016
 - Welcome Lt. Governor Donna Lynne as Co-Chair of the ECLC
 - Provide updates from the ECLC Strategic Planning Retreat
 - Discuss 2016 Annual Report and Presentation to Legislature
 - Learn from the early childhood community during public comment
-

- 8:30-9:10am** Race to the Top Early Learning Challenge Grant – Recognition of Team’s Accomplishments!
- 9:15-9:45am** Welcome and Business Meeting (Barb Grogan)
- Approval of minutes from September 8, 2016
 - Update from ECLC Retreat
 - Changes to ECLC Meetings
 - 2017 Meeting Schedule
- 9:45-10:15am** Business Meeting (Barb Grogan)
- Annual Report Outline and Event in January (Kristina Mueller)
 - Governor’s Proposed Budget Overview (Bill Jaeger)
- 10:15-10:30am** Public Comment (Barb Grogan)
- 10:30-10:45am** Comments from Lt. Governor Donna Lynne, Co-Chair
- 10:45-11:20am** Department Updates (Barb Grogan)
- Human Services
 - Office of Early Childhood Updates (Mary Anne Snyder)
 - Education (Nancie Linville)
 - Every Student Succeeds Act – Early Childhood Meeting on Nov 11, 2016
 - Health Care Policy and Financing (Tom Massey)
 - Public Health and Environment (Karen Trierweiler)
- 11:20-11:55am** ECLC Subcommittee Updates (Barb Grogan)
- Early Childhood Communication Collaborative (Elsa Holguin and Tom Massey)
 - Report Follow Up
 - Next Steps

- Program Quality and Alignment Subcommittee (Letty Bass and Anna Jo Haynes)
 - Young Child Wellness Council Update (Ann Bruce)
ACTION: APPROVAL OF YOUNG CHILD WELLNESS COUNCIL CHARTER PROCESS
ACTION: APPROVAL OF NEW YOUNG CHILD WELLNESS COUNCIL CO-CHAIRS
 - Professional Development: Transforming the Workforce Update (Christi Chadwick and Nancie Linville)

11:55-12:00pm Co-Chairs' Final Thoughts and Adjourn (Barb Grogan)

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 **TBD**.

For information about future meeting dates, times and locations, visit www.earlychildhoodcolorado.org.



Minutes
Thursday, September 8, 2016
9:00 am – 12:00 pm
Health Care Policy and Financing
303 East 17th Avenue, 11th Floor Conference, Denver 80203

Meeting Objectives:

- Approve the meeting minutes from August 18, 2016
- Provide updates on the next steps of the *Early Childhood Colorado Framework* website project
- Discuss approval of the Early Childhood Communication Collaborative Report
- Learn from the early childhood community during retreat preparation and public comment

Attendees: Charlotte Brantley, Douglas Clements, Melissa Colman, Heather Craiglow, Gerri Gomez Howard, Anna Jo Haynes, Elsa Holguin, Kristina Mueller, Cindy Schulz, Mary Anne Snyder, Susan Steele, Karen Trierweiler and George Welsh.

Welcome and Business Meeting

Anna Jo Haynes called the meeting to order at 9:10 am. She asked the Commissioners and audience members to introduce themselves.

- Approval of minutes from August 18, 2016
Anna Jo Haynes called a motion to approve the minutes from the August 18, 2016 meeting. George Welch moved to approve the minutes as distributed; Karen Trierweiler seconded and the minutes were approved by unanimous voice vote.
- Retreat Reminder – October 7, 2016
Anna Jo Haynes recapped the details for the upcoming ECLC Retreat. The retreat will be held Friday, October 7, 2016 from 8:30 am – 5 pm at Dahlia Campus for Health and Well-Being, 3401 Eudora St, Denver, CO 80207, USA. Thank you to Lydia Prado for allowing the ECLC to use this facility for the retreat.
- Next meeting – The next meeting of the Commission will be Thursday, November 10, 2016 at Clayton Early Learning, 3801 M.L.K. Jr Blvd, Denver, CO 80205. Prior to the meeting, the ECLC will host a Recognition Breakfast celebrating the accomplishments of Colorado's Race to the Top teams from the Departments of Human Services and Education. Thank you to Charlotte Brantley for hosting these events. She will send information regarding parking and other logistics.

Department Updates

- Human Services
 - Office of Early Childhood Updates (Mary Anne Snyder)

Mary Anne Snyder introduced Stacey Kennedy and Kendra Dunn who will present updates on the important work being done at the state level.

- Early Childhood Council Rules - Stacey Kennedy, Director of Child Care Quality Initiatives, furnished a brief overview of the draft Early Childhood Council Rules Package currently being developed. The State is required by statute to promulgate rules for Early Childhood Councils and this is the first set of rules to be developed. The rules package provides definitions, requirements for ECC creation, service area, Council membership and state funding. These rules also provide guidance to Councils on the upcoming ECC application/renewal process scheduled for spring 2017. Ms. Kennedy noted the rules will be presented to multiple stakeholders and published for public comment prior to being sent to the State Board of Human Services for formal adoption.

- Child Maltreatment Strategic Agenda - Kendra Dunn, Director of Child Maltreatment Prevention, noted that this team has been working for 1 year and has developed a “Framework for Action” based on the Early Childhood Colorado Framework. The creation of the Framework for Action was required by federal funding and will be used as a companion to the Early Childhood Colorado Framework to build out the family support domain, specifically using a Two-Generation approach. She summarized the work to date which included conducting interviews with stakeholders, surveys of parents and professionals, clarifying on agreed core outcomes and identifying many local and national partners who assisted in the process. Ms. Dunn explained that the team recognized four project “Overreaching Outcomes”: Child Well-being & Achievement, Caregiver Well-being & Achievement, Consistent High Quality Caregiving and Safe Supportive Neighborhoods – all are integrated and based on the foundational Principles of : Program Monitoring & Integrity, Build Workforce Capacity, Continuous Quality Improvement, Fostering Data Integration, Participant Voice and Policy Integration. The Two- Generation Approach is woven throughout. The considerations for measuring impact include capturing both child / parenting outcomes; monitoring population level indicators (state and local levels); establishing data collection needs using health surveys and other proven data collection tools.

The next steps are to solicit interested communities and help fund community planning (now – spring 2017) and begin funding community strategies in October 2017.

- Education (Melissa Colman)

Melissa Colman discussed the Race to the Top Ready School Grant noting this is the final year of funding. Identifying alternative funding sources for P-3 programs is a goal for the year. The grant focuses primarily on enhancing and improving responsive kindergarten programs. They are working on establishing a good set of questions to ensure funds are optimally used.

She announced that CDE will be hosting the 2016 Equity and Excellence Conference: Theory to Practice in November for Special Education Directors, Federal Program Administrators, Superintendents, Principals, and Fiscal Managers to share ideas, successes and lessons learned.

Ms. Colman reported that the Every Student Succeeds Act State Plan process is underway and moving forward although federal guidelines are yet to be determined and will be submitted by March 2017. Ms. Colman shared the meeting dates for the ESSA Hub committee

- Health Care Policy and Financing
 - Carrie Cortiglio reported for Tom Massey on the status of Health First Colorado (formerly Medicaid) enrollment noting that as of July 2016 1.3 million people are enrolled of which 554,000 are children. She also shared information on the Colorado Opportunity Project, a tri-agency collaboration which examines each stage of life and identifies milestones and proven evidence based interventions. The project has recently hired seven liaisons who are working statewide to increase referrals.
- Public Health and Environment
 - Karen Trierweiler reported that over 700 providers from more than 32 sites had participated in the “I am Moving, I am Learning” Train the Trainer program designed to prevent early childhood obesity. Additionally, a statewide group will be convened this year to develop screening techniques.

ECLC Subcommittee Updates

- Data Committee (Charlotte Brantley and Susan Steele)
 - Charlotte Brantley updated that she and Susan Steele are researching proven methods of working effectively with data. Their goals include exploring publicly available data sets; creating a data report library; creating a live link on the website to share already established protocols and to encourage the Commission to serve as a “Data Champion”.
- Early Childhood Communication Collaborative (ECCC) (Elsa Holguin)
 - Updated Scope of Work and Deliverables
 - Elsa Holguin provided a review of the project goals, timeline, strategies used along with an update on the findings and recommendations of the ECCC. The main goals of the project are to raise awareness and connect parents and caregivers. The work plan was realigned after initial information gathering efforts. There are many “bulk” messages – many addressed to children, not adults - but it is clear that parents and caregivers in particular need access and more training and support services to increase their understanding of early child development needs. Although the need is great, there are fewer messages focusing on safety, physical activity and maternal depression – all pressing concerns.

Jennifer Stedron, Early Milestones Colorado, reported on the 8 focus groups that were assembled in Denver, Eagle, Longmont and Colorado Springs. The overriding themes revealed by participants during this process were openness, anxiety, confusion/knowledge gaps, loneliness/lack of help and the desire to be valued & supported. Ms. Holguin then noted three main areas for improvement - noise reduction, quality and engagement and presented suggested actions: consider a campaign; increase communications expertise, tailor content and methods to stated goals, support the use of tested content, build relationship capacity, balance messages with interest, match reach with risk, emphasize two-way, tailored communications and to increase responsiveness. A draft report, *Early Childhood Communication Efforts in Colorado*, was presented to the ECLC. Several Commissioners applauded the efforts and work of the Committee.

Gerri Gomez Howard offered a motion to approve and support the report including posting it on the ECLC website which was seconded by Charlotte Brantley was passed. Further actions should be discussed at the ECLC retreat.

- Program Quality and Alignment Subcommittee

Nancie Linville reported that the ECLC had previously approved and created a working group to define and seek funding to address the revision and implementation of an Early Childhood Workforce Development Plan. Christi Chadwick is the Project Manager for this effort. This is an innovative public-private partnership initiative, which includes Early Milestones Colorado, Colorado Department of Education and the Colorado Department of Human Services. Ms. Chadwick noted the emphases of the project are recruitment, retention and compensation of a quality early childhood workforce and she shared a timeline of the group's activities. The group has a meeting scheduled for next week.

Public Comment

Evie Hudak, Hudak Consulting, spoke on behalf of the Every Student Succeeds Act (ESSA) planning. She encouraged ECLC to participate with ESSA. Heather Craiglow shared that she is an active stakeholder.

Retreat Preparation

Kristina Mueller revealed that over 100 responses to the ECLC stakeholder survey have been received. Based on the survey results, the following experts were invited to present to ECLC to determine which topics will be featured at the ECLC retreat:

- Workforce Development and Compensation (Nancie Linville) – Nancie Linville is the Director of the Early Learning and School Readiness at the Colorado Department of Education. Ms. Linville highlighted the strides being made in the quality of early childhood workforce. She explained the primary reasons for the increase in quality is the coordination of the competencies and credentials with licensing and CDE educator licensing, enhancement and acceptance of 2- and 4- year higher education degree

programs, the statewide coaching network and the Professional Development Information System which supports all types of EC professionals. However, compensation for early childhood educators and service providers remains extremely low. Main focus areas for the future include compensation, recruitment and retention/turnover.

- Health and Behavioral Health (Jordana Ash)

Jordana Ash is the Director Early Childhood Mental Health Services in the Colorado Office of Early Childhood. Ms. Ash presented the Early Childhood Mental Health Strategic Plan highlighting its progress and successes in the past year. She also reported that recently the legislature approved increasing the number of Early Childhood Mental Health Specialists statewide to 34 positions; 28 are currently contracted. Finally she noted that Project Launch is entering its third year, pilot program offering services have been implemented in So. Adams County; a partnership with Zero to Three has been launched and a variety of family engagement activities are thriving.

- Support for Informal Care (Diana Romero Campbell)

Diana Romero Campbell, Mile High United Way's Director of School Readiness, shared information on informal care, Family, Friend and Neighbor (FFN) providers. FFN is defined as the network of relatives, friends and neighbors who provide care for an extended time on a regular basis. Ms. Romero Campbell stressed the need for FFN opportunities for training and support. Her recommendations include creating a mechanism to provide equitable access to learning and training opportunities, resources and services to FFNs; developing a strategic plan for culturally responsive communications and outreach to FFNs; and addressing the policy barriers facing FFN caregivers.

- Policy Champions (Bill Jaeger)

Bill Jaeger is Vice President, Early Childhood Initiatives at the Colorado Children's Campaign. Mr. Jaeger provided a brief history (2013-2016) of recent legislation currently informing early childhood actions. He believes there are many opportunities in the near future for policy action. Some examples he presented are: Early Learning - Pre-K expansion, Child care tax credit strategies, EC suspensions/expulsions and Workforce Development; Health - Early intervention, pregnancy-related health strategies and behavioral health supports; Family Support - Home Visitation, Paid family leave, Informal caregivers and two-generation strategies and Budget Issues.

- Funding Sustainability for Early Childhood (Bruce Hoyt)

Bruce Hoyt is a Senior Vice President, Investments with Gary Community Investments who addressed the issue of ongoing early childhood funding. Mr. Hoyt stated they determined money is most needed to fund startup costs, facility operations and maintenance, easing access to care for families and increased funding for infants and toddler care. In the short term, his suggestions include creating a public/private partnership fund to bridge costs for new centers, higher infant/toddler reimbursements and Pay for Success programs. His long term recommendations are to design and agree on a concrete vision and roadmap; use data to improve outcomes and build an evidence base; develop a broad based coalition of

supporters including funders, providers, businesses, school districts and government agencies and perhaps introduce a ballot initiative to mandate increased funding.

Co-Chairs' Final Thoughts and Adjourn (Anna Jo Haynes)

Anna Jo Haynes reminded and encouraged everyone of the Race to the Top Recognition Breakfast prior to the November meeting.

Cindy Schulz made a motion to adjourn the meeting; seconded by Charlotte Brantley.

Anna Jo Haynes adjourned the meeting at 12:06 pm.

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 **November 10, 2016** from **8:30 am-12 pm** at **Clayton Early Learning, 3801 Martin Luther King Blvd., Denver 80205.**

For information about future meeting dates, times and locations, visit www.earlychildhoodcolorado.org.

ECLC 2017-2019 Road Map - DRAFT



STRATEGIC FRAMEWORK

VISION: Colorado has a comprehensive, seamless aligned and effective fully-funded service delivery systems that supports families to ensure all Coloradoan children are valued, healthy and thriving.

MISSION: To be the trusted and proactive champion for high-quality, outcome-focused programs and services for pregnant women, children birth to age 8 and their families, in Colorado across all sectors.

LONG-TERM GOAL: Equitable access and permanent universal funding for high-quality early childhood services and supports.

THEORY OF CHANGE: Through data gathering, policy development and community engagement, ECLC improves service delivery and interagency support for Colorado children birth to age 8.

STRATEGIES

Focus Areas	Target Populations	Activities by ECLC and Partners
EXPAND EARLY CHILDHOOD AWARENESS: Be the strong, statewide voice for expanding awareness of the essential role of early child services and supports for successes in school and life	Parents, Caregivers, Media, Policy Makers, General Public	Develop communications strategy to expand EC awareness, building on results of ECCC report
ELEVATE EARLY CHILDHOOD EDUCATION PROFESSIONAL WORKFORCE: Lead efforts to increase recruitment, retention, professional training, compensation and social recognition	ECE Professionals, Higher Education, parents, Media	Update Colorado's ECE professional development plan Support pilot efforts around recruitment, retention and compensation
ALIGN EARLY CHILDHOOD SYSTEMS: Lead efforts to coordinate and align early childhood programs so that families and children experience seamless care to meet their needs	CDHS, CDE, CDPHE, HCPF Early Childhood Councils Providers	Provide oversight of Project LAUNCH Conduct Early Childhood System Alignment Audit Develop Data Repository / Resource Library Implement Framework Phase II



Governor Hickenlooper's Proposed Budget for 2017-2018: Highlights of Budget Items Affecting Early Childhood

Contact: Bill Jaeger, 720-552-0002, bill@coloradokids.org

The Governor's proposal for FY17-18 totals \$28.5B, of which \$10.9B is General Fund. This is a 3.3% increase in Total Funds and a 3.7% increase in General Funds. Despite these increases, the State's revenue cap will prevent expected revenue to meet the state's funding needs. PreK-12 education requirements, possible TABOR refunds, the need to backfill state reserves, transportation spending, and Medicaid increases cannot be met with existing revenue. Adjustments to the Hospital Provider Fee, reducing reserve funds, reducing transportation spending requirements, cutting BEST funding and other adjustments are included in the proposal to achieve a balanced budget. Below are highlights of changes to Colorado's budget that the Governor has proposed that affect early childhood priorities.

Colorado Department of Human Services

- **County Administration:** \$16.7M (\$5M in General Fund, \$3.3M Cash Fund (local), \$8.3M Federal Funds) to increase county capacity to implement human services programs, [Change Request R-04]
- **County Child Welfare Staffing:** \$4.1M (\$3.6M General Fund, \$407K Cash Funds, \$2.3M Federal Funds) for approximately 58 new child welfare caseworkers, [Change Request R-05]
- **Two Generations Reaching Opportunity (2GRO):** \$695K (\$385K in General Fund and \$309K in federal TANF funds), annualizing to \$933K in 2018-19 and beyond, to provide integrated, comprehensive services and supports to 125-175 low-income families enrolled in evidence-based home visiting programs to promote postsecondary and employment pathways, financial literacy, behavioral health, transportation, child care, and basic needs, [Change Request R-12]
- **Healthy Steps for Young Children:** \$421K General Fund (annualizes to \$572K) to continue serving 1,300 families through evidence-based Healthy Steps home visiting program. Coupled with local site match, this will allow for 1,300 families with children aged 0-3 in several high-need communities throughout the state to remain enrolled in this program when federal funding ends in September 2017, [Change Request R-15]
- **Optimization of Early Childhood Alignment:** \$890K & 1.0 FTE (Federal Child Care and Development Funds) to realign funding for the Child Care Licensing and Administration line-item following changes to existing programs since the creation of the Office of Early Childhood, [Change Request R-18]

Colorado Department of Education

- **K-12 Funding and the "Negative Factor":** \$244M increase (+2.5%) in K-12 spending for inflation and population growth, but this includes a \$45 million increase to the "negative factor." Overall state spending on each student would, however, increase by \$182 per pupil (or \$91 per Colorado Preschool Program student) to \$7,606.68. This means that overall funding for K-12 continues to increase, but not at the rate called for by the School Finance Formula and Amendment 23.
- **School nurses/behavioral health professionals:** \$9.7M from marijuana revenue for 105 professionals to increase substance abuse and mental health prevention and intervention programs in schools.

Health Care Policy and Financing

- **Medicaid increase:** \$373M (\$143M in General Fund) due to 7% caseload increase driven primarily by previously eligible but not enrolled participation.
- **Primary care provider "bump":** Continue the primary care rate increase approved last year at the current level.
- **Accountable Care Collaborative enhancement:** \$3.2M (-\$200K General Fund) for changes to allow reimbursement for more behavioral health services delivered within primary care settings, thus expanding children's access to behavioral health services [Change Request R6]

Department of Corrections

- **Mother-Baby Unit:** \$328K to allow infants and toddlers to stay with incarcerated mothers after birth [Change Request R-01]



Project LAUNCH in Colorado

Linking Actions for Unmet Needs in Children's Health

Ann Bruce

CO Office of Early Childhood

Early Childhood Leadership Commission

November 10, 2016



COLORADO

Office of Early Childhood

Division of Community & Family Support

COPL Objectives

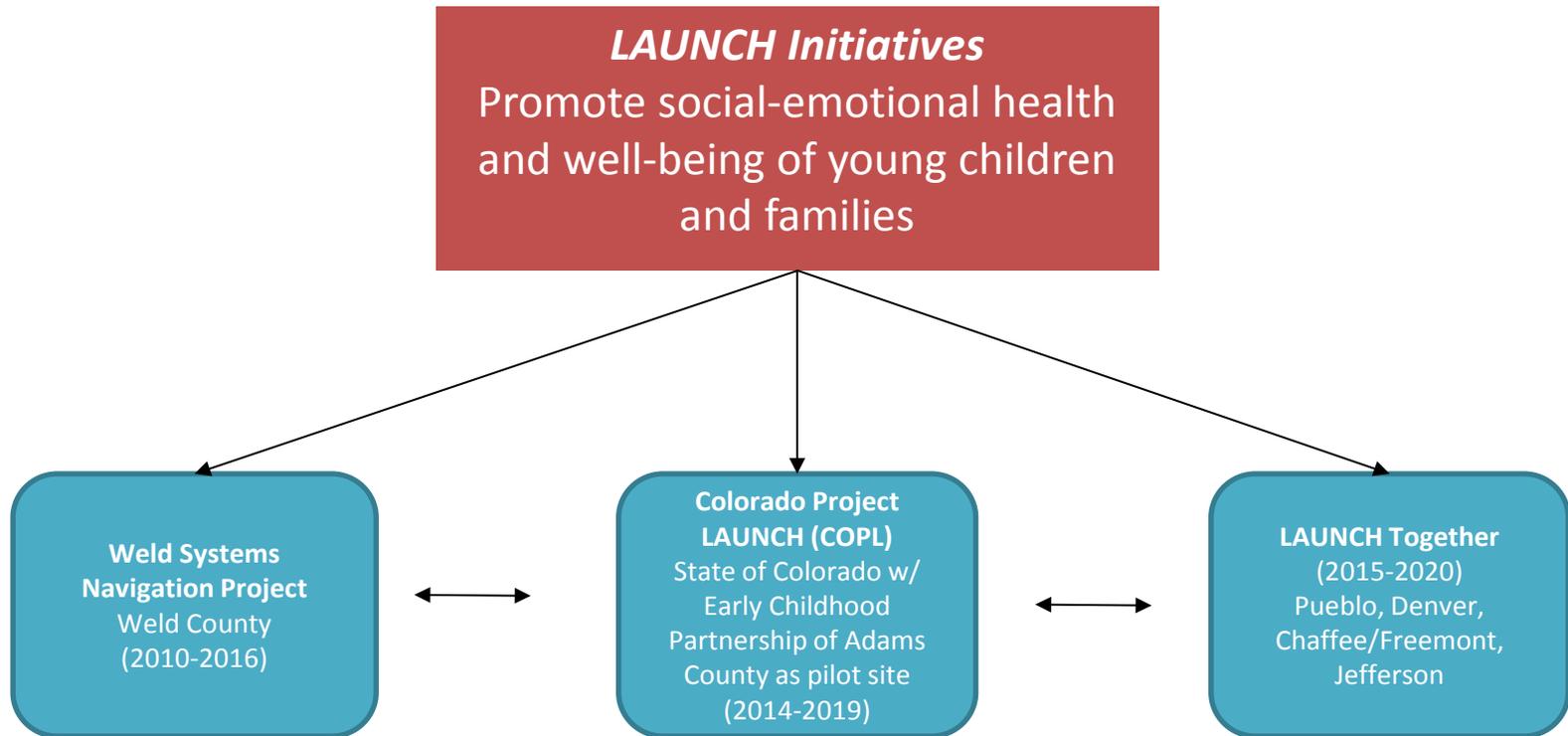
- Access to screening, assessment and referral to services for children and families
- Use of culturally relevant, evidence-based prevention and wellness promotion practices
- Integration of behavioral health into primary care
- Coordination and collaboration across disciplines
- Workforce knowledge of children's social and emotional development and preparation to deliver high quality care

HOLISTIC PERSPECTIVE | ECOLOGICAL FRAMEWORK | PUBLIC HEALTH APPROACH

FAMILY-CENTERED | CULTURALLY AND LINGUISTICALLY COMPETENT



Collaboration & Partnership



Opportunities for Alignment:

- Policy & Systems Change
- Data Collection, Evaluation Strategy & Information-sharing
 - Communications/Public Awareness

COPL Young Child Wellness Council

2016-2017 and Beyond

2. Co-Chairs identified-Member facilitation begins 2017
3. TA support from Zero to Three
4. Draft charter developed

Looking towards the future



Colorado Project LAUNCH

State Young Child Wellness Council

Draft Charter

Developed and Recommended by the Charter Development Work Group¹

August 9, 2016

Green text: Updated information



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 with 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.

The Council serves as a forum where stories, data, and lessons learned about work in the five core areas³ are captured. The Council ensures these efforts are connected, resources are leveraged, and redundant strategies are minimized. In addition, the Council aims to ensure that best practices and policies are widely shared, spread, saturated and



¹ See [Appendix C](#) for the full list of workgroup members, staff and organizational partners.

² The Early Childhood Mental Health State Strategic Plan, LAUNCH Together, Essentials for Childhood, the Colorado State Innovation Model, among others.

³ The five strategies of Project LAUNCH are 1) Screening and assessment in a range of child-serving settings, 2) Integration of behavioral health into primary care, 3) Mental health consultation in early care and education settings, 4) Enhanced home visiting with a focus on social and emotional well-being, and 5) Family strengthening and parent skills training.

infused into the community at-large for the benefit of all Colorado children and families. (See depiction of other terms and possible roles brainstormed by the work group).

The Council fulfills this purpose by:

- **Serving as activators** by taking the work of Colorado Project LAUNCH to other venues, sharing information with his/her own organization or networks, identifying potential areas for collaboration, and sharing lessons learned.
- **Bringing information** about related efforts from the community to the Council to inform state and local work, ranging from informal information sharing, recommendations for speakers to come to Council meetings, or bringing materials/plans from other efforts to Council to provide feedback on.
- **Reflecting** on communities' implementation barriers and successes and, when appropriate, making recommendations for changes to state-level policies, practices or systems to address them.
- **Engaging** with diverse stakeholders, including the business sector, non-profit organizations, faith-based institutions, state and local governments, among others.
- **Informing** the Early Childhood Leadership Commission on successes, challenges and systemic barriers (through data, stories, evaluation results, etc...) and engage the ECLC in discussions and/or action steps on implications for the state early childhood system related to policy, financing, workforce, and sustainability.



MEMBERSHIP

The federal grant requires representation and expertise from the following sectors: Health, child welfare, Medicaid, substance abuse prevention, early childhood education, elementary education, child care licensing, Office of the Governor, and families in the focus population (10 percent minimum). For the full list of required sectors, see the [COPL-SAMHSA RFA \(2014\)](#). According to members' submission of their applications to the Council, members are also expected to contribute a diverse perspective⁴ to the Young Child Wellness Council and commit to attending in-person meetings. To be determined: Membership term length, application, on-boarding and replacement processes; attendance, skills/expertise, expectations, etc...

⁴ Diversity may include, but is not limited to, gender, race, ethnicity, age, sexual orientation, socio-economic status, geographic location, professional expertise, experience accessing and using mental health services for yourself or your family, accessing and using economic support for yourself or your family (ex: TANF, WIC, Food Stamps, housing), or experience with the development of young children in your personal life.

STRUCTURE & PROCESS

Leadership: The Council is to be led by two volunteer co-chairs (one professional and one parent/family member) who serve [*To be determined number of years*] terms. Co-chairs commit for up to 4 hours per month to work with project staff on planning monthly meetings or conference calls, facilitating monthly meetings/calls, and conducting outreach to new members.

Work Groups: A Family Work Group (with co-chairs) is to be formed to lead Colorado Project LAUNCH's focus on strengthening and engaging families. Other work groups may be established on an ad hoc basis to work on specific issues that cannot be addressed during Council meetings due to insufficient time. Work groups meet in between Council meetings and present results of their work to the Council with recommendations for action steps as appropriate.

Full Council Meetings: Effective January 2017, the state Council holds full meetings every other "even-numbered" months (the 4th Wednesday of February, April, June, August, October, December). On "odd-numbered" months, the local Council (Early Childhood Partnership of Adams County) holds its meetings. This schedule allows for broad participation by state and local Council members as well as staff. Each meeting includes the following primary components: **1)** Action-oriented oral presentations that focus on specific topics from local implementation communities and/or state-level partners (see below), **2)** Structured, time-bound Council discussion time on topics presented that ends with a decision by the Council on next steps, and **3)** Experts or partners from within the Council *and* others may be invited to provide input on the topics at hand. See [Appendix A](#) for a sample new meeting structure.

Process for the Council to receive local implementation information: In order to most effectively and efficiently utilize the expertise and time of Council members, local successes and challenges should be analyzed and synthesized in advance of being presented to the Council and questions to the Council prepared based on the following suggested format:

- 1) Clearly describe and synthesize the successes and challenges through the lens of access, quality and equity.⁵
- 2) Clearly describe and synthesize potential implications for children and families if challenges are not addressed. Implications may be related to one or more of the following: Impact on children and families, systems, evaluation, public awareness, policy, funding and financing, workforce development, existing work by other entities or partners, and sustainability and the future of Project LAUNCH.
- 3) Regarding LAUNCH Together communities: While LAUNCH Together communities do not receive formal oversight from the state, the Council values and seeks their implementation insights and updates, ongoing successes and challenges, as well as contributions to the overall discussion around issue or barrier identification, implications for children and families, and potential action steps for the Council to support ongoing efforts.

Process for the Council to take actions and make decisions: The Council determines a course of action based on the following guidelines, using the [*To be determined*⁶] model:

- 1) Council members to become informed and aware that an issue, problem or challenge exists.
- 2) Council members to share information with his/her networks to create a public sense of urgency about the issue, problem or challenge.

⁵ In alignment with the Colorado [Early Childhood Colorado Framework](#).

⁶ Robert's Rules define Majority Rules as a basic to the democratic process where the "minority has the right to be heard, but once a decision has been reached by a majority of the members present and voting the minority must then respect and abide by the decisions." Typically, decision-making using the Consensus Model is considered a better approach because it ensures everyone's contribution is valued and everyone comes to some kind of an agreement in the end. A disadvantage is that it requires considerable skill of the members in the process. The Majority Rules model can produce more efficient solutions that are satisfactory to the majority of participants but it can also encourage factions and intrigue, resulting in win-loss situations.

- 3) Council to share information with an entity with formal authority (such as the Early Childhood Leadership Commission) or in a formal setting to elevate the issue, problem or challenge.
- 4) Council to identify and take initiative to engage other entities (who might be currently working on a particular issue related to those at hand) to share ideas, brainstorm common solutions, or leverage resources.
- 5) Create a Council workgroup to delve deeper into the issue.
- 6) No action is needed from the Council (also see #1).
- 7) Other (specify):

The Council might also consider the following factors when deciding its responses and/or action steps to an issue, problem or challenge: 1) Is the Council filling a gap that no other entity is working on? And 2) Does the Council have the collective expertise to adequately address the issue? In sharing and learning from implementation successes, the Council identifies opportunities to replicate, spread, saturate, and infuse best practices and models, while making considerations to resolve, minimize, avoid, or mitigate implementation challenges and barriers.

COMMUNICATION

Internal (Staff & Council):

- **In-person**, full Council meetings and work group meetings (as needed).
- **Telephone** communication between and among staff and Council members.⁷
- **Email/listserv** to disseminate meeting agendas, minutes and related materials and resources.
- The [Google Drive](#) provides a shared, centralized location for information and resources related to Colorado Project LAUNCH (accessible to Council members and project staff). The [YCW Council Member Materials & Resources](#) folder includes **1) Foundation documents**; **2) Resources on five core strategies**; **3) Monthly meetings materials**; and **4) Master project contact list**.
- **Quarterly E-update (newsletter)**: Project staff compiles and sends out a quarterly E-Update of Colorado Project LAUNCH to highlight local community implementation; as well as news, events, and resources specific to the social emotional development and/or mental health of young children and their caregivers.

External:

- **Comprehensive communication planning**: SE2, a Colorado-based communications firm, is in the process of developing an external communication plan for Colorado Project LAUNCH⁸. The overarching goal of the communication plan is to promote the importance of social emotional development of young children, develop effective communication strategies and tactics, and build support and sustainability for policy and systems change to benefit young children. The final communication plan is expected to be completed in fall 2016 and implementation to follow thereafter. Other communication work by the Council will be determined based on strategies identified in the communication plan and ongoing member feedback.

⁷ A [current contact list](#) for staff and Council members are available on the [Google drive](#).

⁸ The steering committee consists of the Early Childhood Partnership of Adams County, Colorado Department of Human Services/Office of Early Childhood, Colorado Department of Public Health & Environment, Early Milestones/LAUNCH Together, the Early Childhood Colorado Partnership, Frameworks Institute, and GroundFloor Media.

Briefing Sheet

The health and prosperity of our families, communities, and nation require an investment in the physical and emotional health of our young children.

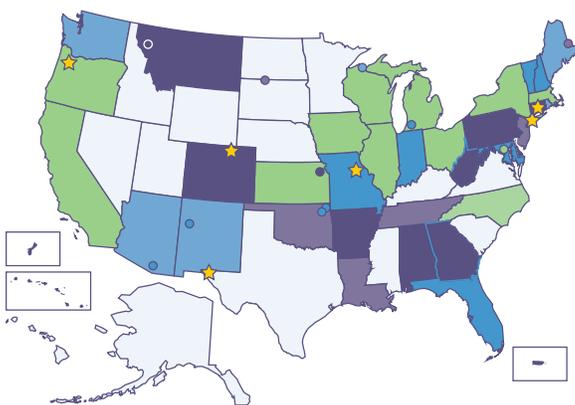
Nationwide, grantees are pioneering new ways to promote young child wellness through Project LAUNCH, a federal initiative funded by the Substance Abuse and Mental Health Services Administration (SAMHSA). The population of focus is children ages birth to 8. The goal is for all children to enter school with the social, emotional, cognitive, and physical skills they need to succeed.

Over 5 years, Project LAUNCH communities increase the quality and availability of evidence-based programs for children and families, improve collaboration among child-serving organizations, and integrate physical and behavioral health services and supports. Lessons learned from communities guide systems changes and policy improvements at the state, territorial and tribal levels, such as implementing universal screening efforts and integrated data systems. Strong partnerships lead to the sustainability and replication of successful practices on a large scale and to systems improvements lasting beyond the life of the grant.

Project LAUNCH grantees are guided by Young Child Wellness Councils, which bring families and public and private partners together to improve policies, programs, and approaches to using data and funds effectively. Each Project LAUNCH community implements a core set of five prevention and promotion strategies drawn from current research (see side panel). In addition to providing direct services, Project LAUNCH communities increase knowledge about healthy child development through public education campaigns and cross-disciplinary workforce development.

A cornerstone of Project LAUNCH is the federal-level partnership between SAMHSA, the Administration for Children and Families, the Health Resources and Services Administration, and the Centers for Disease Control and Prevention.

Project LAUNCH Grantees



Cohort Key: 2008 ■ 2009 ■ 2010 ★
2012 ■ 2013 ■ 2014 ■
Tribal Grantee ○

2008: Arizona, Maine, New Mexico, the Red Cliff Band of Lake Superior Chippewa, Rhode Island, and Washington

2009: California, the District of Columbia, Illinois, Iowa, Kansas, Massachusetts, Michigan, New York, North Carolina, Ohio, Oregon, and Wisconsin

2010: Weld County, CO; New Britain, CT; Boone County, MO; New York, NY; Multnomah County, OR; El Paso, TX

2012: Cherokee Nation, Florida, Indiana, Maryland, Missouri, Muscogee (Creek) Nation, New Hampshire, Nottawaseppi Huron Band of the Potawatomi, Pascua Yaqui Tribe of Arizona, Pueblo of Laguna Department of Education, Vermont

2013: Louisiana, New Jersey, Oklahoma, Standing Rock Sioux Tribe, Tennessee

2014: Alabama, Arkansas, Colorado, Confederated Salish and Kootenai Tribes in Montana, Connecticut, Delaware, Federated States of Micronesia, Georgia, Guam, Indian Township Tribal Government in Maine, Kickapoo Tribe in Kansas, Montana, Pennsylvania, Puerto Rico, West Virginia

Project LAUNCH's Five Prevention and Promotion Strategies

- ▶ Screening and assessment in a range of child-serving settings
- ▶ Integration of behavioral health into primary care
- ▶ Mental health consultation in early care and education
- ▶ Enhanced home visiting with a focus on social and emotional well-being
- ▶ Family strengthening and parent skills training

Project LAUNCH's Objectives

- ▶ Increase access to screening, assessment, and referral to appropriate services for young children and families
- ▶ Expand use of culturally relevant, evidence-based prevention and wellness promotion practices in a range of child-serving settings
- ▶ Increase integration of behavioral health into primary care settings
- ▶ Improve coordination and collaboration across disciplines at the local, state, territorial, tribal, and federal levels
- ▶ Increase workforce knowledge of children's social and emotional development and skills to respond to behavioral health challenges of young children and families

Contact: Jennifer Oppenheim, PsyD,
Phone: 240-276-1862 • **Email:**
jennifer.oppenheim@samhsa.hhs.gov

Visit Project LAUNCH on the Web:
<http://www.healthysafechildren.org/>

This product was developed under grant number 5U79SM061516-02 from the Substance Abuse and Mental Health Services Administration (SAMHSA), U.S. Department of Health and Human Services (HHS). The views, policies, and opinions expressed are those of the authors and do not necessarily reflect those of SAMHSA or HHS.

Colorado Project LAUNCH

Young Child Wellness Council

Project LAUNCH (Linking Action for Unmet Needs in Children's Health) is a five-year cooperative agreement from the federal Substance Abuse and Mental Health Services Administration (SAMHSA) to the state of Colorado and the Early Childhood Partnership of Adams County.



Through LAUNCH support, state and community partners will aim to improve and coordinate young child-serving systems through implementation of five key strategies: 1) Comprehensive screening and assessment in a range of child-serving settings, 2) Integration of behavioral health into primary care, 3) Early Childhood mental health consultation in early care and education; 4) Enhanced home visiting with a focus on social and emotional well-being, and 5) Family strengthening and parent skills training.

State Young Child Wellness Council

Why: The Young Child Wellness Council brings together diverse stakeholders to carry out the Colorado collective vision that children are valued, healthy and thriving. A strong State Council serves as a vehicle for child and family serving organizations to come together to better understand how their organizational priorities and strategies may be complementary or duplicative and explore how programs and services can be aligned, coordinated and integrated to increase effectiveness and responsiveness to children's and families' needs.

Who: The Council is comprised of family members, organizational leaders from education, health and mental health, government representatives, and family support programs who work together to meet the needs of children and families of impacted populations. State departments of human services and public health provide staff support for activities of the Council.

How: The Council does not provide direct services or programs. Its primary goal is to support statewide development of comprehensive and coordinated systems of care through attention to policy and system improvements, facilitating the efficient and effective delivery of services, and helping to ensure that systems of care are responsive to the diverse needs of children and families across the state. The Council works with public- and private-sector partners at the state and local levels to foster collaborative approaches to solving the problems and reducing barriers.

Tasks of the State Council:

- Provide expertise, guidance and input in the development and annual updating of strategic and evaluation plans;
- Review and provide feedback on federally-required plans, documents and grant deliverables;
- Lend expertise to solving problems or addressing challenges that emerge during project implementation;
- Develop recommendations to enhance the current infrastructure, develop innovative policy tools, map financial and human resources, enhance workforce development, and foster better coordination and integration between physical and behavioral health programs, supports, and services;
- Work in partnership with the Local Young Child Wellness Council and stakeholders to identify opportunities for leveraging resources and sharing best practices; and
- Develop recommendations and action plans to sustain key functions of the project beyond the federal grant funding cycle.

For more information, contact Ann Bruce (ann.bruce@state.co.us, 303-866-6899). For information about Project LAUNCH and the Early Childhood Partnership of Adams County, contact Rachel Hubbard (rachel@ecpac.org, 303-853-1441) or visit www.ecpac.org.



COLORADO
Office of Early Childhood
Division of Community & Family Support

Transforming the Early Childhood Workforce in Colorado

ECLC Update
November 10, 2016



Transforming the Early Childhood Workforce in Colorado

Vision and Goal for the Project:

- We envision a state where children thrive because there is a stable, well-qualified, diverse, and appropriately compensated early childhood workforce.
- Our goal is to develop sustainable and varied approaches to recruit, retain, compensate, and support a well-qualified workforce through research, planning, and pilots that will lead to the spread of practices throughout the state.

Transforming the Early Childhood Workforce in Colorado

Research Studies

Collecting information on the experience and impact of the of the workforce

Primary Components of the Project

EC Professional Development System Plan

Developing an actionable State plan

Pilots: Recruit, Retain, Compensate

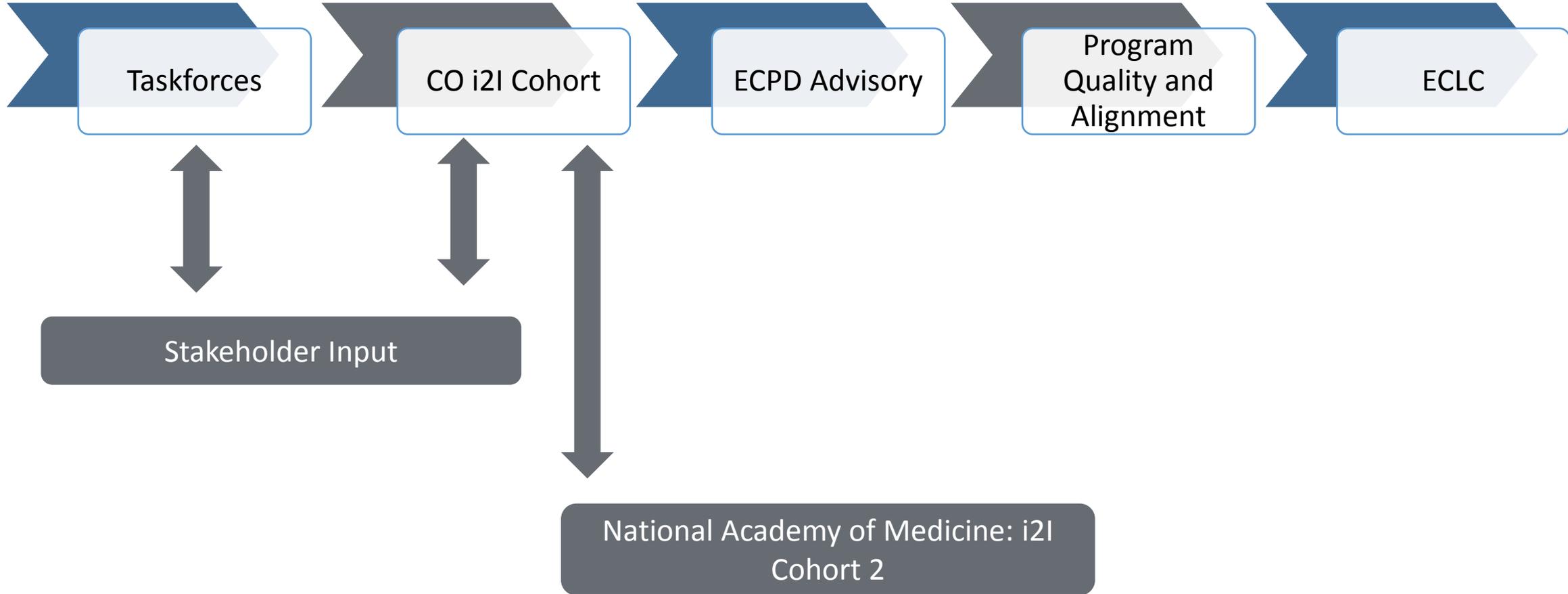
Testing community-specific strategies

EC Professional Development System Plan

The Plan to Develop the Plan

	Responsible Day-to-day work to get the job done	Accountable for task completed	Consulted Not day-to-day; are consulted throughout project	Informed Receive Output, Need to stay informed
ECLC			X	X
Program Quality and Alignment			X	X
ECPD Advisory Working Group		X		
Project Leads (CDE & CDHS), Early Milestones, Funders	X			
CO Cohort 18 - 20 Leaders	X			
Taskforces 30 -50 people	X			
Additional Stakeholders			X	X





Lens for the Work

Work should be aligned to the **Early Childhood Framework**

Work should be aligned to the **Vision and Guiding Principles for the Plan**

The plan should be **inclusive** of a variety of roles, settings, models and delivery systems

The plan should help to maintain and promote **diversity** of the workforce and the early learning and development system

There will likely not be a one-size fits all solution/strategy; the plan should take into account **multiple strategies** and/or activities to meet the goal

Taskforces

Workforce
Development
Pipeline

Recruit,
Retain,
Compensate

Data for
Accountability
and CQI

Governance

Finance the
System

- 10 – 12 member teams
- Mapping out the Goals
- Outlining objectives for the State's next generation ECPD Plan

Policy and Program Scan

- Clayton Early Learning
- Funding, relevant programs and policies, examples from other states
- Final report in November

Economic Analysis

- Butler Institute, University of Denver and Andrew Brodsky
- Looking at the economics of child care in Colorado
- Final report in March

Workforce Survey

- University of CO, Denver and NORC, University of Chicago
- Pilot: Mid November
- Launch: Mid to late November
- Initial Findings: March

Contractors:

University of CO, Denver and NORC, University of Chicago

Timeline:

- Pilot: second week of November
- Launch: Late November
- Initial Findings: March

Design and Distribution:

- **Online Survey** : All online to allow for wider distribution and “branching” to ask different questions to different EC roles (teacher, director, family child care professional)
- **Distribution**: Primary distribution through PDIS, with additional distribution via councils, CCRRs and other EC Partners
- **Incentives**: 2 Hours of PD credit and raffle for 10 \$200 Visa gift cards

Dissemination and Sharing Data:

- **Findings**: Primarily statewide analysis
- Initial findings – March
- Final report - June

Timeline

