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.
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/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 Action for Unmet Needs in Children’s Health

Project Recap
For the Program Quality & Alignment Subcommittee
September 13, 2019
Promotion & Prevention Strategies

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
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

ECLC (Early Childhood Leadership Commission)

Co-Chairs:
- Lt. Governor Donna Lynne
- Anna Jo Haynes
- Elsa Holguin

Executive Subcommittee
ECLC + Subcommittee Co-Chairs

Legislative Implementation Subcommittee
(currently not meeting)

Program Quality and Alignment Subcommittee
- Anna Jo Haynes
- Melissa Colman
- Letty Bass

Data Subcommittee
- Charlotte Brantley
- Susan Steele

Communication Subcommittee
- Gerri Gomez
- Howard Tom Massey

EC Professional Development Advisory Working Group
- Heather Craiglow
- Pamela Harris
- Rebecca Kantor
- Jennifer O’Brien

Young Child Wellness Council
- Katherine Casillas
- Princess Mack
- Ann Bruce
- Phuonglan Nguyen

Framework Working Group
- Letty Bass
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.”
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
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!
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
Six Objective Areas

<table>
<thead>
<tr>
<th>Workforce Development</th>
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<tbody>
<tr>
<td>Recruitment and Retention</td>
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<tr>
<td>Compensation</td>
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<tr>
<td>Leadership</td>
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<tr>
<td>Finance</td>
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<tr>
<td>Data and Continuous Quality Improvement</td>
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</tbody>
</table>
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
SB63

OVERVIEW
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

<table>
<thead>
<tr>
<th>Month</th>
<th>Activity</th>
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<tbody>
<tr>
<td>July</td>
<td>• Finalize plan for implementation of bill and data collection</td>
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<tr>
<td></td>
<td>• Start stakeholder outreach</td>
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<tr>
<td></td>
<td>• Begin data collection</td>
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<tr>
<td>August</td>
<td>• Stakeholder outreach</td>
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<td></td>
<td>• Contract with Strategic Action Plan vendor</td>
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<tr>
<td>September</td>
<td>• Complete stakeholder outreach</td>
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<td></td>
<td>• Compile data and stakeholder recommendations</td>
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<tr>
<td>October</td>
<td>• Develop list of OEC- approved recommendations</td>
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<td></td>
<td>• Collect stakeholder feedback on list by survey</td>
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<tr>
<td></td>
<td>• Convene small group of stakeholders to determine final recommendations</td>
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<tr>
<td>November</td>
<td>• Complete Strategic Action Plan</td>
</tr>
<tr>
<td></td>
<td>• Complete costing out of recommendations</td>
</tr>
<tr>
<td>December</td>
<td>• Submit Strategic Action Plan to legislature</td>
</tr>
</tbody>
</table>
Update on the SB 63 Discussions Toolkit


• We funded 11 applications for community conversations = 11 events in 11 different counties
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
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 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
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
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
• 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/yyz6pxq

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 5:30 p.m.

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 desarrollo desde el nacimiento hasta los cinco años, y brinde comentarios para dar forma a 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 unirte 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 5:30 p.m., 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