Early Childhood Workforce Development Subcommittee

Working Group Charge:

The Early Childhood Leadership Commission endorsed the Colorado Early Childhood Workforce 2020 Plan in June, 2017. The Early Childhood Workforce Development Subcommittee will leverage comprehensive, collaborative, and responsive leadership to achieve the vision of the EC Workforce 2020 Plan.

§ 26-6.2-104 Legislative Duties associated with Subcommittee:

In addition to any other duties specified in law, the commission has the following duties:

(a) To identify opportunities for, and barriers to, the alignment of standards, rules, policies, and procedures across programs and agencies that support young children and to recommend to the appropriate committees of reference of the general assembly pursuant to part 2 of article 7 of title 2, C.R.S., and to government and nonprofit agencies and policy boards changes to enhance the alignment and provision of services and supports for young children;

(c) To assist public and private agencies in coordinating efforts on behalf of pregnant women and children, including securing funding and additional investments for services and programs for children and their families;

(e) To monitor the ongoing development, promotion, and implementation of:

(I) A quality, cohesive professional development and career advancement system;

(III) The sharing and use of common data for planning and accountability among early childhood programs;

(f) To develop strategies and monitor efforts concerning:

(II) Increasing participation in and access to child care and early education programs.

ECLC Areas of Opportunity:

After engaging with stakeholders to understand the history and progress of early childhood in Colorado as well as the wide array of policy strategies and opportunities that exist to ensure the state continues to move forward, the Commission has identified three Areas of Opportunity that are most critical to continue the advancement of work in early childhood across the state.

Area 2: Elevate the Early Childhood Workforce to Ensure Coordinated Career Pathways and Appropriate Compensation

Goals of Colorado’s Early Childhood Workforce 2020 Plan:

The EC Workforce 2020 Plan provides an ambitious three-year roadmap for a comprehensive professional development system designed to recruit, retain, compensate, develop and support a high-quality, diverse, early childhood workforce so Colorado’s young children from birth through age eight and their families can thrive. The plan’s 6 main goals include:

Workforce Development Goal: Cultivate the competencies of a highly-qualified, diverse early childhood workforce.

Recruitment and Retention Goal: Recruit and retain effective, qualified, and diverse early childhood educators.

Compensation Goal: Ensure worthy and livable compensation for the early childhood educators.
Leadership Goal: Leverage comprehensive, collaborative, and responsive leadership to achieve the vision of the EC Workforce 2020 Plan.

Finance Goal: Finance the early childhood professional development system through efficient coordination of funding, innovative financing models, and an informed and engaged public.

Data and Continuous Quality Improvement Goal: Continuously improve the effectiveness of the professional development system through the use of data.

The full plan can be found at www.earlychildhoodcolorado.org

Membership Sectors:

- Institutes of Higher Education: Community College Early Childhood, Four Year Early Childhood and Alternative Teacher Prep
- Early Childhood Professionals representing each of the following: Program Director, Educator and Family Home Care Provider
- For-profit Early Childhood sector
- Family, Friend & Neighbor care provider or representative
- State Agencies: Colorado Department of Higher Education, Office of Early Childhood, Colorado Department of Human Services (specific to CCDF State Plan, this needs to include Child Care Licensing and QRIS), Office of Early Learning and School Readiness, Colorado Department of Education (specific to CCDF State Plan, this needs to include Effective Educator System)
- Head Start
- Public School District
- EC Training, Coaching and Quality Improvement Providers
- EC Council and Resource/Referral Agency
- Early Intervention, Preschool Special Education and Colorado Preschool Program
- Family Engagement
- Home Visitation
- EC Mental Health
- Workforce Development

Meetings:

- Bi-monthly
- All meetings will be accessible/supported with a virtual meeting component

Early Childhood Workforce Development Subcommittee Next Steps:

- Early Childhood Workforce Development Subcommittee Chairs complete recruitment of members
- Early Childhood Workforce Development Subcommittee completes implementation plan for Colorado’s EC Workforce 2020 Plan
  - Establish clearly-defined, shared terminology for different roles and different credentials
  - Explore relationships with Early Childhood Councils to develop professional learning communities to share effective strategies around recruitment, retention, and improving efficacy
  - Identify barriers and convene a roundtable to identify solutions to successfully recruit and retain people of color in leadership roles
  - Explore relationships with Early Childhood Councils to develop Peer Learning Communities to share effective strategies around enhancing compensation, including wages and benefits
  - Continue to ensure that this group is representative of all partners involved in early childhood workforce development in Colorado
- Continue to be a group that connects all early childhood workforce development efforts and map how those efforts relate to the EC Workforce 2020 Plan
- Create a plan beyond the EC Workforce 2020 Plan to address Colorado’s early childhood workforce needs
- Be responsive and supportive of current trends and initiatives, such as the COVID-19 Pandemic response and the additional supports needed for the early childhood workforce.

- Presentations and Awareness of Data Efforts:
  - Routine progress updates to the Early Childhood Leadership Commission
  - Work with ECLC Communications Subcommittee to develop a communications and reporting process to document and share progress.

**Duration:**

The Subcommittee membership designated on June 2020, for one year, until June 2021.