

ACTION #	"DELEGATE WORDING"	IMPROVEMENT SUMMARY	
1	"Figure out a way for programs to be free/minimal fee so every family pays the same, rather than tiered"	<b>CHANGE:</b> Camp Montrose would replace the sliding scale tuition based on household income with a flat fee so every family pays the same.	
1	"Centralize to 1 or 2 locations"	<b>CHANGE:</b> Instead of Camp Montrose running in all public middle and elementary schools (8 locations), Camp Montrose would have one location for K-5, another for 6-8, and one in Olathe for K-8, with the option to add more if demand goes up. Bus or van transportation would take students to Camp Montrose sites from the other schools, with separate vehicles for older kids and younger kids.	
1	"narrow it down to 2 or so locations"		
1	"Create a few host sites in montrose and 1 host site in olathe for the Camp Montrose. I this would not only help the employees be in the same area but help all students mix with each other"		
1	"have a couple host places in montrose and 1 in olathe. Olathe children can stay on site and the transportation can take the other students to their host site"		
1	"Some consolidation to help with staffing issues. ie 9 schools consolidate to 4-6 schools. Distance/time of transit major consideration for continuity of after school programs. Outliers such as Olathe (maybe Oakgrove) should NOT transition as minimum 30min travel each way and 40+ during bad weather winter days."		
1	"It was mentioned that the children from Olathe would be bused in. Why? Can they not be kept where they live? It would be more convenient in terms of expense, safety during inclement weather and easier on the children and teachers. Is the Olathe school district not willing to be part of the "camp program"?"	<b>CHANGE:</b> Instead of Camp Montrose running in all public middle and elementary schools (8 locations), Camp Montrose would have one location for K-5, another for 6-8, and one in Olathe for K-8, with the option to add more if demand goes up. Bus or van transportation would take students to Camp Montrose sites from the other schools, with separate vehicles for older kids and younger kids.	
1	"One site for K-5 , 1 for grade 6- 8 - less intermixing of kids during the school year and then parents are responsible for drop off and pick up as well as school year pick up"		
1	"How do we bring in volunteers and others such as students needing internship hours. How do we bring in FFN s as volunteers. Can diversity in programs be reflected in the expertise volunteers bring to the fore?"		<b>ADDITION:</b> Camp Montrose would create opportunities for volunteers to assist with the administration of Camp Montrose.
1	"Include pathways for volunteers to assist with staffing"		
1	"Offer a course at the high school to train young people to work with K-8 students"		<b>ADDITION:</b> Camp Montrose would work with the high school, Boy Scouts, and Girls Scouts to create opportunities for high school students to be volunteer staff at Camp Montrose.
1	"Offer a program with the high school to create volunteers"		
1	"Use high school students to help staff as part of their community service requirements or paid positions"		
1	"Open up opportunities for high school students to work at the programs"		
1	"Recruit volunteers to assist with staffing; e.g. teaching students, Boy Scouts, Girl Scouts, others"	<b>ADDITION:</b> Camp Montrose would include virtual teaching for certain activities, like art, chess, and math tutoring. So if a student wanted to participate in one of these activities but it was not available at their school's Camp Montrose, they could still participate virtually from their school.	
1	"Can we offer more than one activity for children to choose from? Give them the option to choose what they're interested in"		
1	"Possibly offer hybrid programs with an extra curricular (like art) so that specific student from each program can watch and participate in specific programs live, so the programs do not have to change all the time."		

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1	"Increase staffing and increase spots open for attendees. This can be done by including churches an other community spaces including industry and private businesses a locations for more students to attend."	<b>ADDITION:</b> Camp Montrose would reach out to churches and businesses for volunteers to staff Camp Montrose, and would inquire into whether they have facilities that could be used for Camp Montrose, in addition to the schools, if more space was needed.
1	"Integrate with existing summer program options such as Ute, rec, wehakin, and the Ridgway group. Remember summer is an important time for adventure outside, let's not form summer school or a year round school."	<b>ADDITION:</b> Camp Montrose would collaborate with existing outdoor summer programs (e.g. the Ute Museum, Weehawken, Rec District) and would make sure kids get lots of outdoor time, especially during the summer.
2	"The website is maintained by retired seniors"	<b>ADDITION:</b> The Kids Program Connector would recruit retired seniors to maintain the program website.
2	"Possibly offer hybrid programs with an extra curricular (like art) so that specific student from each program can watch and participate in specific programs live, so the programs do not have to change all the time."	<b>ADDITION:</b> The Kids Program Connector would encourage partners (e.g., Rec District, the School District, Boys & Girls Club, Maslow) to embrace online participation for certain activities, so some kids could join in after school, at home, or from a classroom in their school.
2	"Perhaps FFNs can participate in the transportation as some many of them already aid families in moving the children around during the week."	<b>ADDITION:</b> The Kids Program Connector would recruit senior drivers and other volunteer drivers to transport kids in vans provided by city organizations, or in their own cars as voluntary drivers for a carpool. Drivers would need a driver's license, and to pass an interview and background check.
2	"With nothing except a current driver's license and an interview, allow Senior drivers to transport the kids as in a voluntary carpool. Free, or at most, cost per mile to the driver. It now becomes affordable for everyone because it costs less than the parent driving their kid themselves."	
2	"Children would have a chip in a bracelet or necklace so that their location would be known at all times and if there is no chip, the child/ren would stay at their own school for activites"	<b>ADDITION:</b> The Kids Program Connector would provide younger children with a GPS chip in bracelets or necklaces so they can be tracked by parents and the program while in transport.
3	"Tie this with the Nurture Craft Network to form a pipeline of people interested in child care"	<b>CHANGE:</b> The Providers Fund would make grants available to train Family, Friends, Family and Neighbors or to allow them to upgrade their homes for childcare usage, without becoming licensed.
3	"Grants should be available to FFN providers who want to upgrade either their competence or their facility. Increasing FFN providers would create more care opportunities and take pressure off the existing ones. "	
3	"Recipients should pledge to improve pay of full time professionals."	
3	"i think this could work as long as the funding can be controlled on what it is spent on. Would love to see funding spent on more staff"	<b>CHANGE:</b> The Providers Fund would require that all grant recipients use some or all of their awarded funds to raise the pay for childcare workers.
3	"Make the grant require that 30-55% (or x%-xx%) is used to increase pay for workers. If you pay better, you'll get a more stable and better product. It gives both a boost for people to want to work in child care and helps provide livable wages."	
3	"Oversight and scrutiny of where the \$ goes and how it is spent"	

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3	"Make sure there is an advocate for the providers to help with the process, follow up to make sure funds are being spent where they are intended to be spent at min. Annually."	<b>ADDITION: The Providers Fund would have a board and/or oversight committee composed of community members who are responsible for ensuring that funds are granted fairly and with transparency. They would also ensure the grant recipients use the funds as intended.</b>
3	"close monitoring of how funds are used"	
3	"Somehow ensuring that the level of fraud or abuse of this program is kept to a minimum. Possibly only giving to business centers rather than FFN"	
3	"Develop some kind of system for accountability to track the use of the funds received."	
3	"Be sure there is a community board of directors."	
3	"A good checks and balances system"	
3	"Identify a smooth grant administration structure"	
3	"How do you make this fair as possibly so each facility have equal access to grant funds or so some facilities aren't chosen over others each time and always awarded money and others are looked over??"	
3	"There would definitely need to be an oversight committee to prevent misuse of the grants and that the money would be distributed fairly."	
3	"It would need oversight in place to ensure transparency of the use of funds. "	
3	"Navigators for providers to help with accessing the fund and a simple way to insure accountability that the funds are being used as intended."	<b>ADDITION: The Providers Fund would pay for staff to help providers apply for grants and best use the funding they receive.</b>
3	"Offer easier access for licensed childcare providers to all get supplemental monies rather than apply for grants."	
3	"I think there ought to be facilitators to help childcare providers apply for the grants, work through what can be improved within the business to better utilize grant funding, and increase likelihood for grant awarding in the future."	
3	"Fund positions for grant liaison activities so compliance is more easily adhered to and roi is maximized." "	
3	"Just want to make sure this won't only go to the big facilities that in home care providers will have just as much chance to have access to this."	<b>ADDITION: The Providers Fund would prioritize funding of licensed homecare providers to more rapidly increase availability with smaller grants.</b>
4	"make eligibility annual."	<b>CHANGE: Carebucks would be distributed to families every 6 months instead of annually, to help with the next half-year of childcare. Families would only need to recertify to receive Carebucks every 12-18 months, and could sign-up for Carebucks at different times of year.</b>
4	"Make the Care Bucks available in 6 month blocks with family recertification required every 12-18 months."	
4	"Giving parents multiple times throughout the year that they can sign up."	

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4	"I think the best thing would be to make it an app. Make everything virtual."	<b>CHANGE:</b> Carebucks would require parents to use an app that transfers Carebucks from their Carebucks account to the provider.
4	"Give companies Incentive to use the carebucks."	<b>CHANGE:</b> Carebucks would give local businesses the opportunity to purchase Carebucks to give to their employees as benefits.
4	"Work requirement for getting Carebucks. "	<b>CHANGE:</b> Carebucks would require parents who are
4	" I would like to see you get carebucks due to the criteria of how many children you have, ages, and have to submit hours worked at job or hours spent in school towards receiving carebucks."	<b>registering to demonstrate that they are working, actively looking for work, or going to school.</b>
4	"Consider a much smaller care bucks offering. I think small amounts would be helpful but not promote over utilization of free money. I just feel this could prompt a surge in spending and drive up demand if it is too large or consistent. It would be like my mother with Kohl's cash, she's got to spend it if she has it!"	<b>CHANGE:</b> Carebucks would not attempt to keep each family's childcare costs at 15% of household income, but instead would be a smaller offering to prevent overuse of free money.
4	"i dont like that is it income based. I think this should go away. I would like to see you get carebucks due to the criteria of how many children you have, ages, and have to submit hours worked at job or hours spent in school towards receiving carebucks versis income base"	<b>CHANGE:</b> Carebucks would not consider household income when determining how many Carebucks to distribute. Instead, Carebucks would consider the hours the parents work or go to school, along with the ages and number of children.
4	"This type of funding should not deny services to people who do not have proper documentation, for example, if the child is documented but the parents are not."	<b>CHANGE:</b> Carebucks would be available to families with young children who live in Montrose, even if the parents are not documented.
4	"Is there a program that could incentivize FFN providers to become licensed to take part of the carebucks program? That would help bridge the availability gap and not just the affordability gap."	<b>ADDITION:</b> Carebucks would have a program to help FFN providers become licensed so they can register and qualify for Carebucks.
4	"Open up to ffn"	
4	"Expand the idea to include FFN providers"	
4	"To increase availability, allow carebucks to be spent at FFN, encouraging FFN to accept more children. So long as that number is still state compliant"	<b>ADDITION:</b> Carebucks would allow any FFN provider to register to take Carebucks, without needing to be trained and licensed.
4	"FFN providers should be able to take Carebucks as the licensed facilities do."	
4	"I would ask is there a way to make this available for FFN maybe a expense form they fill out to get paid weekly or biweekly."	
4	"A system to protect the program from fraud would be imperative."	
4	"Definitely needing an oversight committee. "	
4	"If possible, a good monitoring system if one is not already in place."	<b>ADDITION:</b> Carebucks would have a system for oversight to prevent fraud.
4	"Need to figure out how to best "audit" people's income so they cannot cheat the system and say they make less money than they actually do so they get more free bucks"	

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4	<p>"</p> <p>Create a new block chain that is solely the controlled in Montrose, that is backed 1:1 with US dollars stored in an account at a bank or tied to an S&amp;P 500 fund (stock SPY) that has the opportunity to earn interest and be worth more than the 1:1, so more providers want to accept it. Yes, it could have ups and downs and one year is 1:9, so the provider if they needed to withdraw funds might wait if it was worth less, or they could wait for a banger year and withdraw funds at a higher level (say 1:1.1) which could be a sizable profit. It's a crypto currency that is transferable with anyone that "creates" a wallet. Then distribute a specific amount of currency to individuals. This can then be traded among who ever. Technically it can go between two parents that trade off shifts per week after school. However the only people that can "cash it in" are those that are registered as a child care facility. So family 1 that did a bit more "baby-sitting" gets to have an extra couple days of gymnastics. A high-school babysitter who watches kids could accept it at 1:2 ratio to pay for instruction time at the recreation center for "rock-climbing" lessons or whatever. But in turn, by creating a "buck" that has tradeable value you create a system where people want them. Also everything is track. Not a single cent would ever go missing. The state in turn gets direct and almost instantaneous knowledge of who is being a FFN provider."</p>	<p><b>ADDITION: Carebucks would use technology that allows parents and neighbors to trade Carebucks with each other (say, if they are helping each other with FFN care), although the Carebucks could only be cashed in with licensed providers. The technology would also allow Carebucks to go up and down in value like publicly traded currency, so how much providers received would depend on the value of the Carebucks on the day they cash them in. Finally, the technology would automatically keep a transaction history of every single Carebuck.</b></p>
5	"Shorten commitment to 12 months or 6 months. 18 months is overwhelming"	<p><b>CHANGE: The Care Corps commitment would be 12 months instead of 18 months. Those who serve more than a year would get public recognition and different certificates confirming their experience level.</b></p>
5	"Decrease the commitment time"	
5	"Less of commitment required or some sort of incentive to keep volunteers/ workers through the committed timeframe"	
5	"Make the service 1 year. Provide reenlistment bonus for those you want to keep for another year and who are willing to continue in service. Make public recognition of those who served for 1 year. (18 months is too long)."	
5	"Maybe make the volunteer commitment less. 18 months is too much for me so maybe 3,6, 8, or 12 months may be more feasible for more people"	
5	"As an alternative to the 18 month commitment, experience could be part of the training; for example, the training could be 20 hours, and then after 6 months of experience, the certificate is awarded."	
5	"W/ youth volunteers - start with high school programs for academic advancement of the volunteer and some accountability. Do not have 18 month contract but a semester. "	<p><b>CHANGE: The Care Corps commitment for high school volunteers would be a semester instead of 12 or 18 months.</b></p>
5	<p>"Have 0 commitments. Find an enticing way if they fulfill "spots" they are rewarded. 6 months of work, 6 month rec pass, a raffle ticket for a ski pass etc.</p> <p>"</p>	<p><b>CHANGE: Care Corps would not require any time commitment from members after they complete 20 hours of training, but would instead incentivize them with gifts based on the number of months served.</b></p>

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5	"Ask the volunteer for how long they would like to commit. While there might be a minimum time, get the interest level before disclosing it. The amount of time might be different for a student who might sign up for a term than a retired person who might not have a hard stop for available time. Those hard stops should be taken into account, otherwise good volunteers might be lost. (Someone might have signed up for a round-the world cruise starting next Sept.) "	<b>CHANGE: Care Corps would ask members to determine their level of commitment, but would require no less than 6 months.</b>
5	"- Promise people larger stipends only if they complete 18 months. "	<b>CHANGE: Care Corps would pay larger stipends to members who serve beyond the initial commitment (i.e., for members not volunteering their time for free). To incentivize all members to keep serving beyond the initial commitment, Care Corps would provide other incentives using donations from local organizations and businesses.</b>
5	"Partner with facilities (recreation center or what have you) and allow time volunteered to be traded for time at facility or classes "	
5	"Build in incentives to secure commitments for a period of time, a year or 18 months. "	
5	"Make it more lucrative for people to want to stay full term."	
5	"I think if the volunteers were paid would be better, more reliability, I also think there needs to be more that two people running it."	
5	"Insure that financial costs and benefits are in place with the providers. There needs to be some "skin in the game" so that providers don't just pile on "free" workers at the expense of the full time or part time regular employees positions."	<b>ADDITION: Care Corps would avoid sending so many inexpensive or volunteer Care Corps members to a provider's facility that it undermines the employment of teachers who are career early childhood educators.</b>
5	"Instead of having people commit to only one facility, allow them to be like a "substitute teacher" pool where they can be of use for who and when they are needed. This would allow volunteers to have more say in their time and resources."	<b>ADDITION: Care Corps would work to create a pool of licensed substitutes who can fill in for other Care Corps members or regular early childhood teachers who are sick or take vacation days.</b>
5	"Create a pool of on call volunteers, like substitute or subject specific teachers who can meet temporary and long term needs of facilities to enrich the care provided by regular staff."	
6	"Different name. This name sounds like it's more towards the art field not childcare. And it doesn't really help more spots to open up or more facilities necessarily. Maybe just Nurture Network."	<b>CHANGE: The Nurture Craft Network would instead be named "Nurture Network."</b>
6	"Use existing channels rather than create new or add to existing organization. For example: How about if the City of Montrose devote 1 issue of City Beat Newsletter (which goes to all homes) to publicizing free training available."	<b>CHANGE: The Nurture Craft Network would use existing outreach and marketing resources to spread the word about the training that is available.</b>
6	"Utilize existing sources to share information prior to inventing something new - library, city newsletters, region 10, etc..."	
6	"Market through the local churches"	
6	"It states a new organization or part of existing organization would share the information. Why not use existing sources to share the info. The library puts out a newsletter - why can't the training they provide be discussed in their newsletter. Newsletters are also put out by the city - why can't the information be provided about what is available in those."	

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6	"- For those folks that want to be put on a public list of babysitters, the network should share that info, not just verify."	<b>CHANGE: The Nurture Craft Network would not just verify that a participant has passed courses and gotten a background check, but would also offer to place their name on a list that parents can find on the internet.</b>	
6	"Provide some type of incentive for people to get licensed."	<b>ADDITION: The Nurture Craft Network would actively encourage FFN providers to get licensed and would set up a pipeline to help them with the process and cost of becoming licensed.</b>	
6	"Incentives to being licensed"		
6	"Incentives for getting credentials"		
6	"Specifically target creation of new in-home childcare businesses."		
6	"I'd like this to be more of a pipeline to encourage more licensed home care facilities, and, in conjunction with the Providers Fund, to get more seats open"		
6	"Add training for FFNs to become homeschool teachers and create a homeschool network of educated caregivers."	<b>ADDITION: The Nurture Craft Network would market to seniors to train them and would support foster grandparenting.</b>	
6	"- This should be a pipeline to licensed home care, not just resources and trainings but a handholding of here's what training you need, here's how you apply for your business, how you setup your home, how you apply for funding etc. - On funding, this should be linked to the Childcare Providers Fund. These new licensed home care folks can apply for funds to get their houses ready (free remodel seems like a good incentive) "		
6	"Promote a foster grandparent program for FFN providers."		
6	"I think offering education in a central location with online access is a low cost potentially rewarding way to improve childcare. Have a website with activity, culture, arts, and outdoor options together to give parents ideas on ways to support children with growth and development."		<b>ADDITION: The Nurture Craft Network would create a robust website with resources for parents (like activities to do at home and other ideas for kids). It would produce robust online parenting training that would be available to anyone in or outside Montrose.</b>
6	"Give them an opportunity to become certified in early education to have Curriculum based education you can do at home."		
6	"Yeah give people free education. And the market it everywhere and let anyone and everyone take it. Even if they aren't in Montrose. Build a million lessons and put it on the internet. If this gets to the point of implementation I know a great person who would probably extend some free oversight into building online training modules."		
6	"Have an incentive to get better buy in such as expense for care supplies reimbursement or gift card for this once training is complete."	<b>ADDITION: The Nurture Craft Network will offer incentives for participants to complete training, like gift cards to purchase</b>	
6	"Maybe create an incentive for the FFN to get the trainings such as a food gift card, or supplies to help with the household that the kids use"		
6	"I think offering an bonus to signing up will be good like paid LLC, etc."		

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6	"some motivation -maybe financial, that encourage a person watching her grandson to be "trained" and that motivates an "organization" to support someone "watching" their grandson"	supplies and food for children
6	"If there was incentives to ensure people continued their education."	
6	"Incentivize caregivers with compensation for completing courses"	
6	"More friends could group up with their children freeing up some parents to work go to school or otherwise etc."	<b>ADDITION:</b> The Nurture Craft Network would help parents meet other parents who went through training so they could form groups to help care for each others' children.
6	"Men are generally shunned in the child care world and more should be done to help break the stigma and help encourage them to participate."	<b>ADDITION:</b> The Nurture Craft Network would, as part of its marketing effort, specifically reach out to fathers and men.
7	"Possibly use shipping containers or manufactured buildings."	<b>CHANGE:</b> The Early Childhood Center Upgrade would be built with shipping containers instead of yurts or new construction.
7	"could shipping containers be used?"	
7	"Put a few yurts at each school and switch out the existing trailers for yurts."	<b>CHANGE:</b> The Early Childhood Center Upgrade would be completed on the site of the existing Early Childhood Center by switching out the aging trailers for yurts, and to create enough spots, also putting yurts at elementary schools, as needed.
7	"Utilize unused buildings before building new ones to save costs and improve the appearance of our home."	<b>CHANGE:</b> The Early Childhood Center would look for an existing building that could be rehabbed at a lower cost than the other options. It would need to be big enough to house classrooms for the 300 preschool students, and would need to meet security requirements, have room for parking, and have access for parent drop-off and pick-up.
7	"Consider existing buildings."	
7	"Designate neighbor schools as parent drop off locations for those families who might not have transportation or time to go further to the ECE Center. Small buses can pick up these prearranged drop offs to deliver to the ECE Center"	<b>ADDITION:</b> The Early Childhood Center would help connect families with children who live further from the school so they could form carpools.
7	"Help families with children who live further from the ECE to meet to form carpools."	
7	"Have a centralized materials and equipment storage for use by the PreK programs"	<b>ADDITION:</b> The Early Childhood Center Upgrade would feature centralized materials and equipment storage to serve all the classrooms.
8	"Possibly adding yurts to these schools to help the cost down and not interrupt their learning process."	
8	"Why not combine 7 and 8 in some way, for example doing yurts at each elementary school rather than building additions onto the schools?"	
8	"Decreasing the costs even more by utilizing yurts instead of brick and mortar additions."	



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8	"Instead of add-ons, use yurts instead to accommodate pre-schoolers."	<b>CHANGE: The Neighborhood Preschool Project would build yurt preschool classrooms at each elementary school.</b>
8	"Use yurts instead."	
8	"Possibly do a bit of combo of actions 7/8. Have yurts/ trailers added to all the elementary schools rather than just one central location"	
8	"Could we do yurts at each school location instead of new brick and mortar construction that is more expensive??"	
8	"YURTS could be built in place of brick and mortar to keep costs lower at each elementary. "	
8	"Possibly use shipping containers."	<b>CHANGE: The Neighborhood Preschool Project would use shipping containers as preschool classrooms at each elementary school.</b>
8	"Possibly use manufactured buildings."	<b>CHANGE: The Neighborhood Preschool Project would use prefabricated manufactured buildings as preschool classrooms at each elementary school.</b>
8	"Limit the number of schools at least in Montrose to 2 or 3 along with still having something in Olathe. Again, could shipping containers be used. Could only students be moved into new trailers that are brought on site and pre-schoolers put into existing classrooms."	<b>CHANGE: The Neighborhood Preschool Project would add classrooms at two or three elementary schools in Montrose, using shipping containers if possible. The additional classrooms would be used for older students and existing classrooms would be used for preschool. The trailers in best repair at the existing ECE would remain in use as needed.</b>
8	"Use 2 or 3 locations rather than 5 or 6."	