

## Early Childhood Recommendations Panel Ka

MEETING NOVEMBER 20, 2020



and Trust Fund

### WELCOME

- Thank you for serving Kansas children, their families, and our state's early childhood care and education professionals!
- This is a remote meeting.
  - Today's meeting materials are posted at <a href="https://kschildrenscabinet.org/panel-meetings/">https://kschildrenscabinet.org/panel-meetings/</a>.
  - Panel members will clearly identify themselves when they begin speaking.
  - Panel members can use the "raise hand" feature to show they are ready to share.



#### PROPOSED AGENDA

- Approval of agenda and October 16, 2020 meeting minutes
- Follow-up from last meeting
- ▼Kansans' Open Forum
- **→**Survey Results Presented
- Kansas Power of the Positive Presentation / Break Out Groups / Discussion
- → 1-800-CHILDREN presentation / Discussion
- Requests for future agenda items
- Upcoming meetings



### **ACTION ITEMS:**

Panel members - please clearly identify yourself when you begin speaking to make and second a motion.

- Approval of Agenda
- Approval of October 16, 2020 meeting minutes



### FOLLOW-UP FROM LAST MEETING

- Presentation of the Kindergarten Readiness Transitions
  Memorandum of Understanding (MOU) / Work Plan document
- Discussion of a dissemination plan for the MOU
- Poevelopment by the Recommendations Panel of the formal MOU Recommendation to be presented at the 12/4 Children's Cabinet and Trust Fund meeting, for consideration of acceptance
- Introduction of the MOU documents to the Early Childhood Stakeholders Group on 12/4 for feedback on additional dissemination ideas



#### KANSANS' OPEN FORUM

Kansans may email Debbie Deere
(ddeere@ksde.org) by 5:00 p.m. on Thursday,
November 19, to share written comments or to
sign up to share verbal comments with the Panel
during this portion of the meeting.



#### KANSANS' OPEN FORUM

Beth Toland, Allen County Community College, has requested to speak as a representative of the Early Childhood Quality Instruction Partners (EQIP), regarding their support of a Kansas Workforce Registry



## PANEL SURVEY RESULTS-65% PARTICIPATION

### How familiar are you with Kansas Power of the Positive?

- Very Familiar: 26.32%
- Somewhat Familiar: 26.32%
- Neutral: 0.00%
- Somewhat Familiar: 21.05%
- Very Unfamiliar: 26.32%



**▶** Do you currently utilize Kansas Power of the Positives' resources in your early childhood work?

· Yes: 31.58%

• No: **68.42**%



## Which community organizations do you currently include in your early childhood work?

- Chamber of Commerce: 42.11%
- Business Owners: **36.84**%
- Economic Development Organizations: 21.05%
- Local Elected Officials: 42.11%
- None of the Above: 36.84%
- Other (please specify)



**▶** Do you feel that your community leaders include early childhood into their planning?

• Yes: **27.78**%

• No: **72.22**%



### How familiar are you with 1-800-CHILDREN?

- Very Familiar: 31.58%
- Somewhat Familiar: 47.37%
- Neutral: 5.26%
- Somewhat Familiar: 5.26%
- Very Unfamiliar: 10.53%



**y**Do you currently utilize the 1-800-CHILDREN hotline in your early childhood work?

• Yes: **57.89**%

• No: **42.11%** 



✓ Is the 1-800-CHILDREN hyperlink or search bar currently listed on your agency/organization's website?

· Yes: 15.79%

· No: 84.21%



### KANSAS POWER OF THE POSITIVE

- Vicky Roper and Rachelle Soden, Kansas Children's Service League, will present an overview of the program
- Introduce the current work of their Public Engagement and Education Campaign
- Explain opportunities of how the Recommendations Panel members can get involved
- Provide tools and knowledge for offering trainings in our own communities.



## **Making the Connections**

- Overview of Family Friendly Workplaces
- Eight Areas of Kids are Good Business
- Making the connections between community members and local businesses
  - Provide Family Friendly Workplace presentations
  - Connect Businesses to the Survey
- Follow Up Areas
  - Reporting Info to KCSL
  - o Follow Up with Business for Supports







The Kansas Power of the Positive (**KPoP**) is a statewide coalition that is committed to all Kansas children growing up in safe, stable, nurturing relationships and environments. The coalition focuses on community and societal level interventions to prevent adverse childhood experiences and believes the conditions in which families live, including influence of family friendly workplace policies and practices, are key.

## Kansas Power of the Positive (KPoP) Partnering Agencies

- American Academy of Pediatrics, Kansas Chapter
- Child Advocacy Centers of Kansas
- Child Care Aware of Kansas
- Children's Alliance of Kansas
- Children's Mercy Hospital
- Family Conservancy
- Florence Crittenton
- Greater Kansas City Chamber of Commerce
- Junior League of Wichita
- K-State Research and Extension
- Kansas Action for Children
- Kansas Association of Workforce Boards
- Kansas Breastfeeding Coalition
- Kansas Children's Cabinet and Trust Fund
- Kansas Children's Service League
- Kansas Coalition Against Sexual & Domestic Violence

- Kansas Department of Aging and Disability Services
- Kansas Department for Children & Families
- Kansas Department of Commerce
- Kansas Department of Health and Environment
- Kansas Head Start Association
- Kansas State Department of Education
- Non-Profit Chamber of Service
- Norton County Hospital
- Pine Ridge Prep
- REACH Healthcare Foundation
- Reaching Out From Within
- Saint Francis Ministries
- Society for Human Resource Management
- University of Kansas-Center for Public Partnerships & Research
- University of Kansas Medical Center
- Wichita State University Community Engagement Institute

## **Fostering Family Success**

KANSAS POWER of the Positive

HOW CAN WE ENSURE THAT CHILDREN HAVE A

SAFE, STABLE, NURTURING ENVIRONMENT IN WHICH TO GROW?

- Members support family-friendly policy change
- When families are successful, children are successful
- o When children are successful, it's positive for everyone.

### Eight Areas of Kids Are Good Business Employee Survey



## Flexible work schedules

#### SMALL BUSINESS: ARAPAHOE DOUGLAS WORKS!

- o Adopted flexible scheduling
- Absenteeism dropped nearly42% over 2 years
- Employees rated flexible scheduling as one of valuable benefits

their most

#### DENVER-BASED SMALL BUSINESS JOHNSON MOVING & STORAGE

- o Telework
- o Flexible work week
- o Job sharing
- o Reduced turnover & saw gross profit increases above the industry average

\*Bruce, S. Bottom Line Impact for Flex Programs. 2011 [cited 2019 Aug 16]; Available from: http://hrdailyadvisor.blr.com/2011/05/02/bottom-line-impact-for-flex-programs/



## Paid Leave

Mothers who take
 paid maternity leave
 are 93% more likely to
 still be working 9-12
 months after having a
 child than women
 who do not take any
 leave

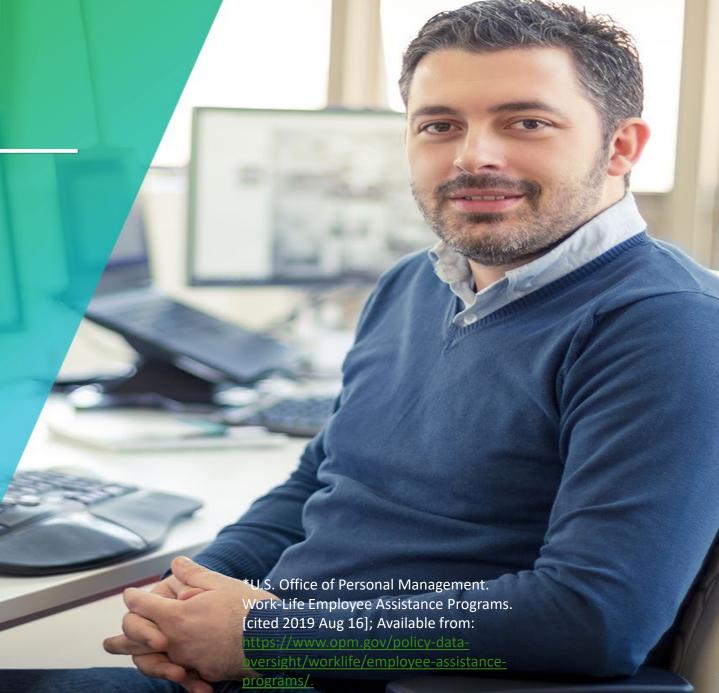




## Employee Wellness

## EMPLOYEE ASSISTANCE PROGRAMS: \*

- Improve productivity and employee engagement
- Reduce workplace absenteeism and unplanned absences
- o Reduce workplace accidents
- Reduce the likelihood of workplace violence or other safety risks
- Reduce healthcare costs associated with stress, depression, and other mental health issues
- Reduce employee turnover and related replacement costs.





## Predictable Work Schedule

Irregular shift work makes it very difficult for parents to navigate family responsibilities.

Workers with young children need schedule predictability to access quality child care.



# Livable Wages



According to the Consumer Financial Protection Bureau, reducing employees' financial stress can:

Increaseproductivity

Decrease employer ealth care costs \*

<sup>\*</sup>Consumer Financial Protection Bureau. *Financial wellness at work A review of promising practices and policies*. Aug 2014 [cited 2019 Aug 16]; Available from: <a href="https://files.consumerfinance.gov/f/201408">https://files.consumerfinance.gov/f/201408</a> cfpb report financial-wellness-at-work.pdf.

## Benefits for employers

Family-friendly work policy benefits EMPLOYERS...

Recruit & retain the best employees

Reduce employee absenteeism, turnover & on-the-job injury

Increase employee satisfaction, productivity, commitment to the company & performance

Develop future workforce

Improve company's public image

Source: Centers for Disease Control and Prevention

#### Access to stable child care

Continued breastfeeding for optimal child development

Provide for children's basic needs

Improve parenting behaviors

Reduce maternal depression & parental stress

Access to medical care for children

## Benefits for children & families

Family-friendly work policy benefits CHILDREN & FAMILIES...

Source: Centers for Disease Control and Prevention

## Kids are good business

Steps in helping workplaces implement new policies & practices to create conditions that allow working parents to provide safe, stable, nurturing environments for their children:

**SURVEY** helps employers understand how families are impacted by different workplace policies & practices;

**SURVEY** identifies high priority conditions important to staff & might need improvement.

**RESOURCE GUIDE** gives employers concrete resources for creating those conditions.

## Six Employers Beta-Tested Survey

## Follow up interview results:

- Report is easy to understand
- Report helps with prioritization
- Would make changes as a result
- Easy to administer
- Easy to respond

"Helps you understand what your team is feeling and how you can be supportive"





### **Greg's Story**





When children thrive, we all benefit. Engage your community in learning about the importance of children growing up in safe, stable, and nurturing relationships and why this is a priority for building healthy communities. Kansas Power of the Positive makes it easy by bringing a variety of tools and resources together all in one place!

## Sample MOU Agreement Areas

#### **KCSL**

Provides a Training of Trainers.

Provides powerpoint versions and handouts.

Provides coaching and support as needed.

Collects and maintains training report data.

#### **Volunteer/Partner Trainer**

Complete two trainings in local community of choice per year.

Utilize powerpoint, handouts, sign-in sheets, and evaluations for each training, provided by KCSL.

Submit training reports to KCSL within 10 days of completing the training.

## **TOT Goal and Objectives**

**Goal:** To equip others so that they will be able to provide these topics to their own staff and community partners.

#### Objective 1

Provide staff and partners with tools and knowledge for providing trainings in their own communities.

#### Objective 2

Provide useful tips for managing the delivery of each training.

## **Becoming an Expert Trainer**

- Like all other skills, good teaching requires practice and feedback.
- Teaching is a learned skill.
- To teach effectively, you have to know who you are teaching.
- Practice makes perfect (sort of).

#### Your Role as a Trainer

- Know your community resources & current events
- Learn the training material... PRACTICE!
- Training Preparation and Training Day Logistics
- Time Management and Providing the Training
  - o TIP: Talk to the Learners, not to the Bullet Points on the Screen.
- The responsibility for the learning rest with the participant. The leader/trainer makes resources available and guides the process.

## Let's Brainstorm!

Question 1

How does this tie into the work that you're doing?

Question 3

What level of support would you need in order to do this?

Question 2

Who would you be able to target with this presentation in your communities?

Question 4

What do you want your commitment to be?

## Plant the Seeds

Come up with a 30-60 second "elevator pitch" that you can use to tell people you come in contact with about the connection between early childhood and family friendly workplaces, and how you can help them learn more.



- Let us know your interest and commitment.
   (email Rachelle Soden at rsoden@kcsl.org)
- 2. Attend the TOT (scheduled for early 2021).





#### 5 MINUTE BREAK



#### 1-800-CHILDREN

- ▶ Pam Noble and Stephanie Boone, Kansas Children's Service League, will present updated information on 1-800-CHILDREN
- Explain how to access information, support and resources from the call line and resource directory
- Provide a quick demo of the features of the site and a How To Guide to update program information in the resource directory
- Include an electronic outreach flyer for families for Panel members to take back and disseminate



# Judgment-free Parenting Support

1-800-CHILDREN
Call Line & Resource Directory



Powered by Kansas Children's Service League









## **All In For Kansas Kids**

#### **Needs Assessment Key Finding:**

Families should be able to easily navigate and access community-based early childhood systems and supports.

#### **Strategic Plan Alignment:**

1-800-CHILDREN is available 24/7 to ensure families are connected to the information, local resources, and supports they need, when they need them.



## **Brief History**

 Established in 1992 as the "Parent Helpline" powered by Kansas Children's Service League

 Long standing history of collaboration with state and local agencies and organizations

Recently re-organized, re-branded, and re-launched!



## **Re-Organizing**

- Hired a supervisor + two additional call line staff (4 total)
- New resource database: 1800childrenks.org

 Updated workflows so staff can follow up with callers to ensure they received the help they were looking for



## **Re-Branding**

 Trozzolo, a Kansas City Marketing Company, conducted focus groups gathering valuable feedback from parents and providers from across the state

Updated logo, branding, and language

Finalizing full marketing campaign



## Re-Launch

Today is our official re-launch date!

 Increase awareness of 1-800-CHILDREN call line and resource directory to families across the state

Continue to update and add resources to the directory

 Identify and support collaborative opportunities to support Kansas families

## **Judgment-free Support**



Families can easily connect with the information, local resources, and support they need 24/7, even if what they need is just a listening ear.







### No question is off limits





Download the mobile app by searching 1800CHILDRENKS in your app store



Email or Text 1800CHILDREN@kcsl.org



Visit <u>1800CHILDRENKS.org</u> to find resources near you

## What happens on a phone call?

We are in your corner!

What support or advice can we offer in this moment?

What support or resource could be helpful moving forward?

Can we follow up to ensure they found what they need?

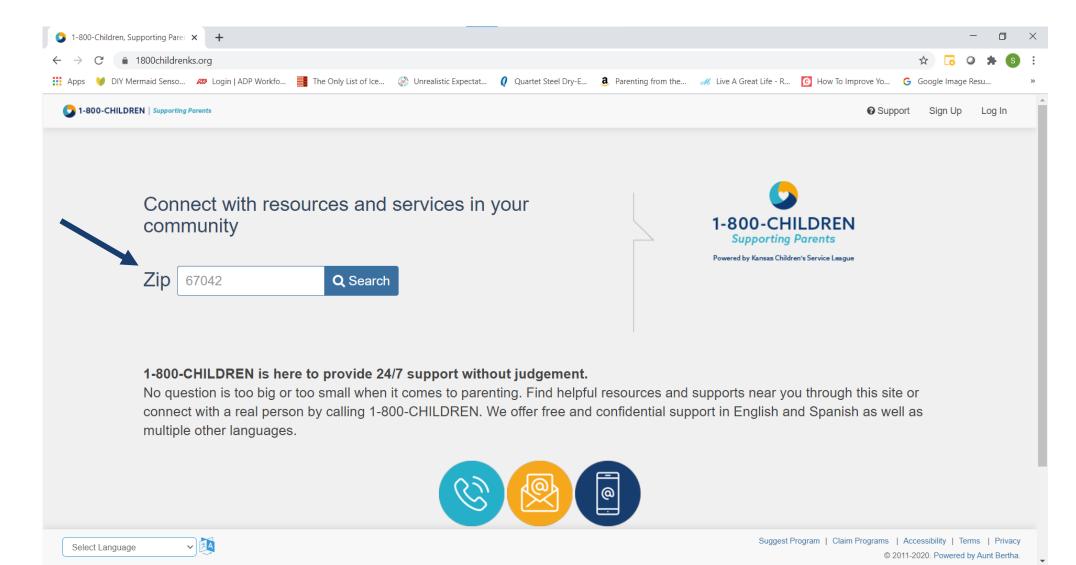
## 1800childrenks.org

Resource Directory Database



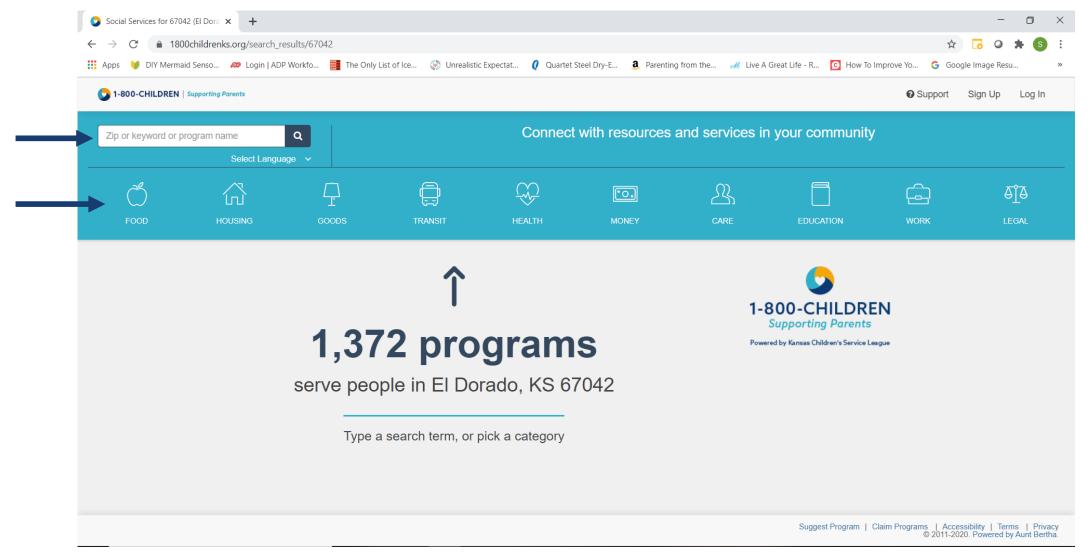


## Step 1: Enter your zip code



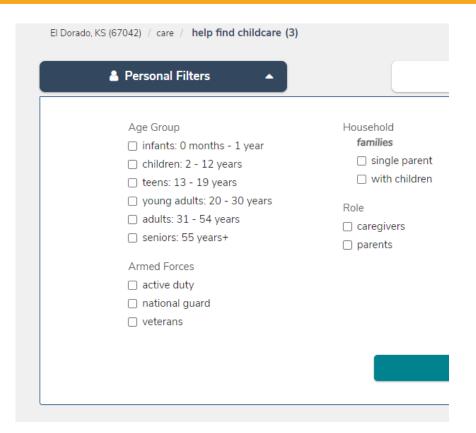


## Step 2: Search for local programs

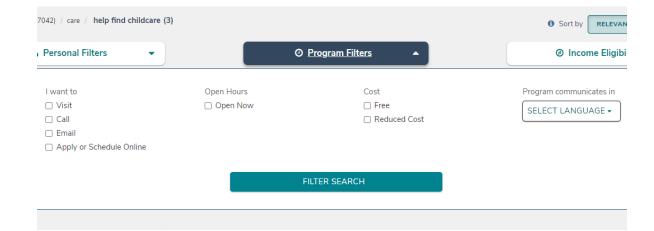


#### Filter As Needed

#### **Personal Filters**

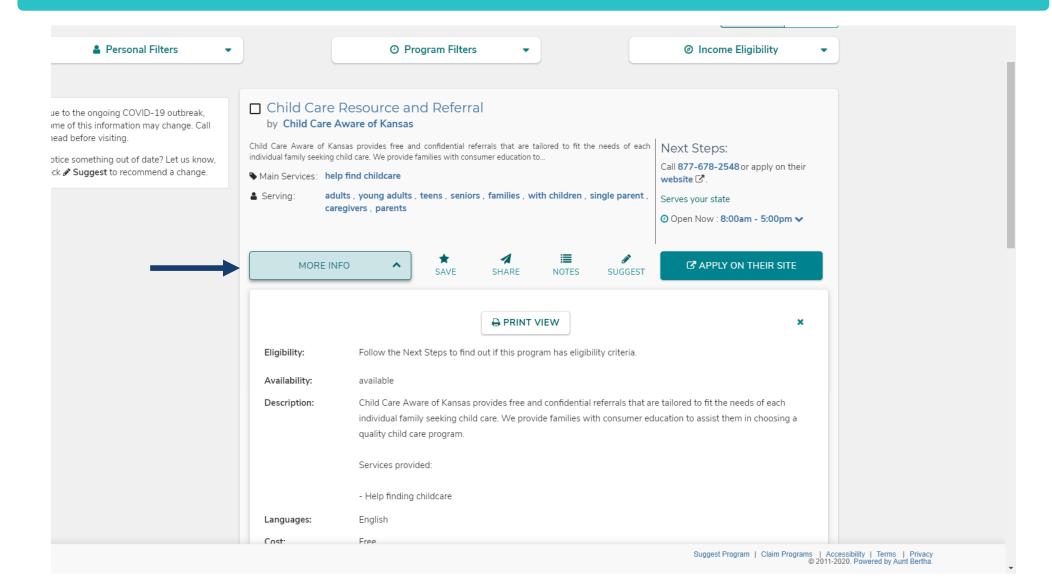


#### **Program Filters**

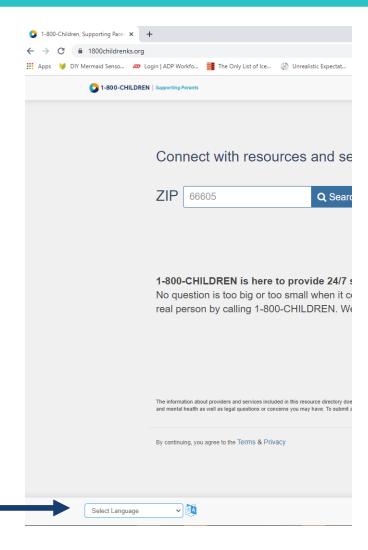


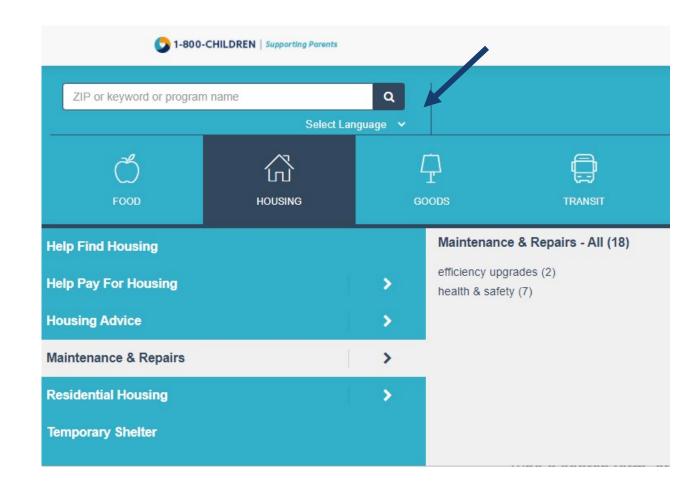


## **Step 3: Review the details**



## **Accessibility**





## **Program Cards**

Confirm your program is listed

Update your program information

Add your program

Manage your program card

# Your program could already be included!

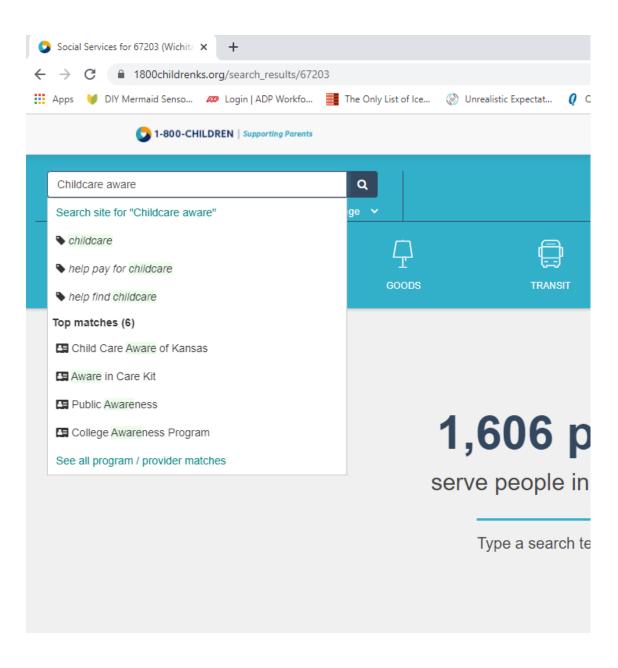
Locate the search bar in the upper left-hand corner

AND

Type in the name of your program or organization to see if it is already listed

OR

Go to 1800CHILDRENKS.org/find\_a\_program and search for your program

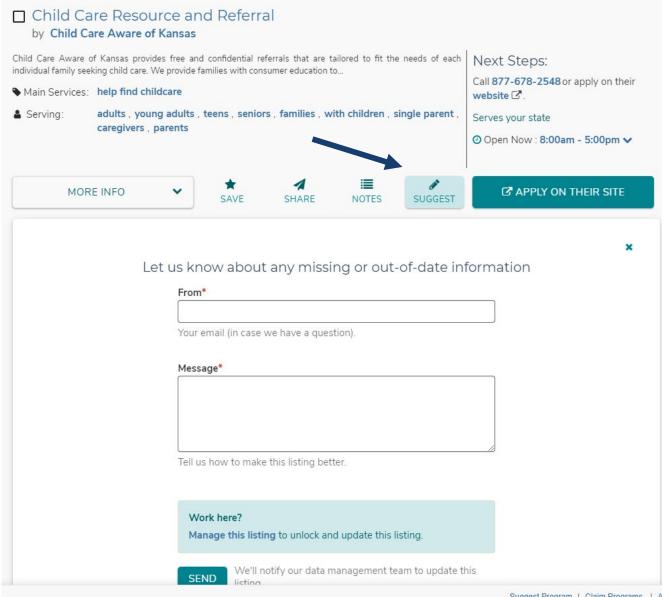


# Your program is listed, but you need to update information

On your provider card, click the "Suggest" button toward the bottom

A dialogue box will open. In this box, type your email and add a message regarding the update need.

Your suggested change will be reviewed and verified by the data team within 48 hours. You will receive a follow up email confirming changes or requesting additional information, as needed.

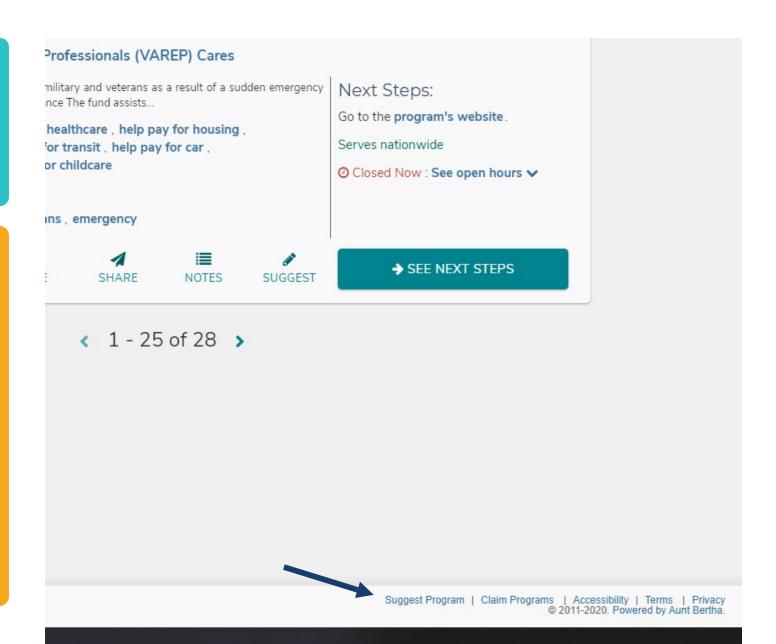


## How to add your program

Click "Suggest Program" on the bottom right-hand corner of the webpage

Fill out as many details as you can about your program

Once submitted, the data team will review and add the program within 48 business hours including a follow-up email confirmation or request for additional information, as needed.



# Manage your own program card

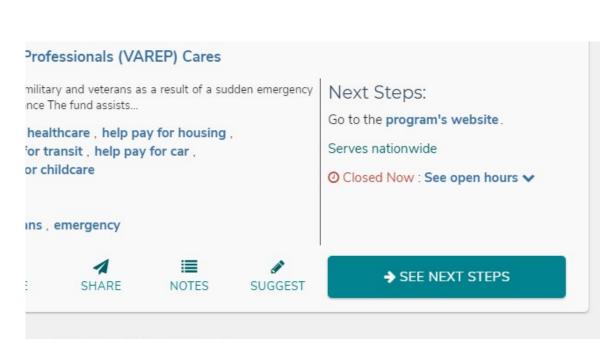
Claim your program by clicking on "Claim Programs" on the bottom right-hand side of the webpage

OR

Go to 1800CHILDRENKS.org/claims

When you claim your program, you can update your own listing as needed

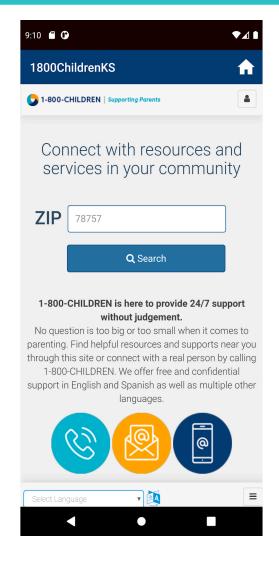
You will also have access to free data metrics from the site related to your program

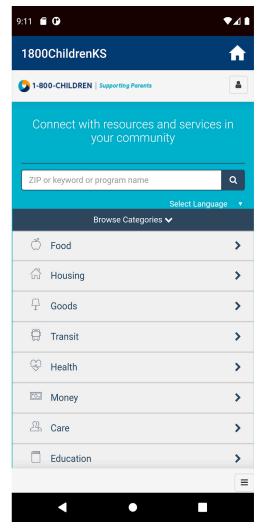


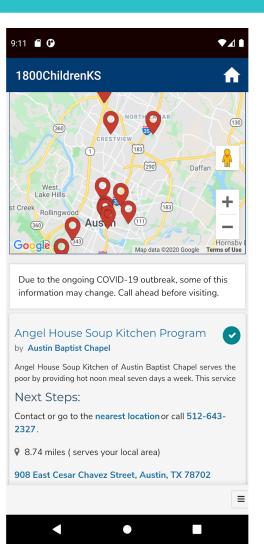
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#### Free downloadable app for iOS and Android







## **Quick Reference Guide for Providers**



#### Quick Reference Guide:

#### How to include and update program information in the 1-800-CHILDREN Resource Directory

An easily accessible, reliable, and organized system of community resources ensures that Kansas families and communities are connected to the information, services, and supports they need, when they need them. The 1-800-CHILDREN Resource Directory and Call Line provides 24-hour, confidential, free information, support, and connection to local resources across the state. Every program added to the 1-800-CHILDREN Resource Directory is reviewed, updated, and verified, at minimum, every 6 months.

To ensure a robust and reliable resource directory we need your help. Step-bystep directions are outlined in the following pages to assist you in updating, adding, and/or claiming your program in the statewide 1-800-CHILDREN Resource Directory.



Visit 1800CHILDRENKS.org to find resources near you.



Download the mobile app by searching 1800CHILDRENKS in your app store.



Call 1-800-CHILDREN (or 1-800-332-6378) to connect with a real person.

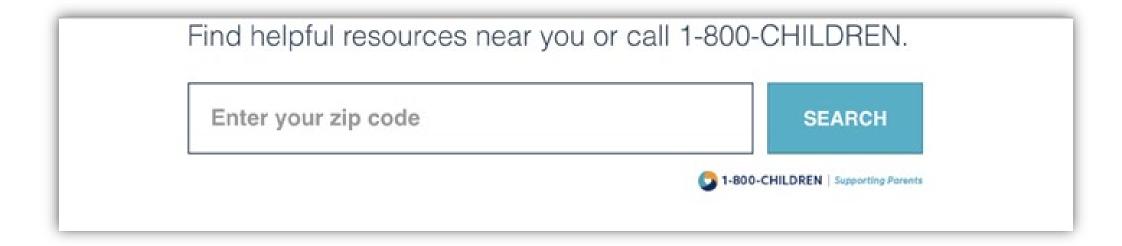


Text or email 1800CHILDREN@kcsl.org.



1-800-CHILDREN is available 24/7 to connect you with resources and supports.

#### **Include a Search Bar directly on your website!**



## Include a hyperlinked graphic in your email or website



HELPLINE AND RESOURCE DIRECTORY

## **Family Outreach**



#### When it comes to raising your child, no question is off limits.

Get judgment-free parenting support 24/7 in English and Spanish as well as multiple other languages.



Call 1-800-CHILDREN. (or 1-800-332-6378)



Download the mobile app by searching 1800CHILDRENKS in your app store.



Text or email 1800CHILDREN@kcsl.org.



Visit 1800CHILDRENKS.org to find resources near you.



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## Update 1-800-CHILDREN on existing branded materials.



1-800-CHILDREN





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HELPLINE AND RESOURCE DIRECTORY

#### **BRIGHT SPOT**

Staff were able to directly text a women who was currently homeless helpful resources including directions via Google map, hours of operation, and direct contact information.



#### **BRIGHT SPOT**

Staff talked with mom who was struggling with her 3-year-old's behavior.

Call line staff reassured mom and together they identified some things she could try including connecting her to a local parenting class she could attend.



#### **BRIGHT SPOT**

A mom called in the middle of a panic attack. Her baby had not been sleeping well and she was exhausted. She had very little support at home. Staff were able to help her calm down and talked through some ideas to help her at home. Mom was also provided with local parenting support groups so she could connect to additional supports.



## **Contact Us!**

Stephanie Boone, 1-800-CHILDREN Statewide Information and Referral Supervisor

sboone@kcsl.org



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## "THE ASKS" - HOW THE PANEL CAN GET INVOLVED

- Make sure your program(s) are updated in the resources directory
- Disseminate parent outreach electronic flyer as appropriate
- Identify if you would like to include an embedded search bar / or actionable hyperlink image on your website, both of which connect to the resource directory
- **~Questions?**



#### UPCOMING MEETINGS

#### Requests for future agenda items:

o Is there a specific date/timeframe for the proposed agenda item?

#### **→**Upcoming Meetings:

- Kansas Children's Cabinet & Trust Fund Meeting: Friday, December 4 9:00 a.m.
- Kansas Early Childhood Stakeholders Group Meeting: Friday, December 4 1:30 p.m.
- Early Childhood Recommendations Panel: Friday, December 18 9:00 a.m.
   ALL meetings via Zoom



