

All In For Kansas Kids



Early Childhood Recommendations Panel

MEETING MAY 21, 2021



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 on the [Panel Meetings webpage](#) on the Children's Cabinet site.
- 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.



TODAY'S AGENDA

- Welcome, approval of agenda and April 16, 2021 meeting minutes
- Kansans' Open Forum
- Follow-up from previous meetings:
 - April meeting overview: KQN / Our Tomorrows Story Bank / Panel application process / Collaboration Survey
 - Kansas Breastfeeding Coalition feedback "homework"



TODAY'S AGENDA

- #KSBeatsTheVirus
- Kansas Power of the Positive training opportunity
- Child Care Experience Mapping Project
- Child Care Systems Improvement Team
- *Break (10 minutes)*
- Maximizing federal child care relief funding
- Future agenda items / Bright Spots / Upcoming Meetings
- Adjourn



ACTION ITEMS:

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

- Approval of Agenda
- Approval of April 16, 2021 meeting minutes



KANSANS' OPEN FORUM

Kansans may email Debbie Deere (ddeere@ksde.org) by 5:00 p.m. on Thursday, May 20 , to share written comments or to sign up to share verbal comments with the Panel during this portion of the meeting.





FOLLOW-UP FROM PREVIOUS MEETINGS



FOLLOW-UP FROM APRIL MEETING

- Recap:
 - Kansas Quality Network
 - Our Tomorrows Story Bank



FOLLOW-UP FROM APRIL MEETING

- Panel application process update
 - All applications have been received/reviewed
 - The final slate of applicants has been submitted for review to the Children's Cabinet
 - Final appointments will be made by the Children's Cabinet at their June 4 meeting
 - The upcoming membership year will begin on July 1



FOLLOW-UP FROM APRIL MEETING

Thank you for completing the Early Childhood Recommendations Panel Collaboration Survey!

- This provides valuable information as we evaluate the implementation of the *All in for Kansas Kids* strategic plan and prepare for the future work of the Panel.
- Two notes:
 - Please feel welcome to invite team members from your organization to join Panel meetings when the agenda is relevant to their work.
 - Working groups can invite participants who are not appointed to the Panel to engage in the work.



FOLLOW-UP FROM APRIL MEETING

- Kansas Breastfeeding Coalition (KBC)
 - Homework: “What can the members of the Recommendations Panel do to elevate breastfeeding in our system?”
 - Submit your responses to my email: Debbie Deere ddeere@ksde.org
 - Responses will be compiled and shared with Panel members and the Kansas Breastfeeding Coalition to assist in moving this work forward.



#KSBEATSTHEVIRUS 2021

- **The Kansas Leadership Center** is challenging Kansans to design action plans in their communities to slow the spread of the Covid-19 virus.
- In January/February of this year, a Panel group designed two information videos for distribution.
- Opportunity for members of the Panel interested in volunteering for this civic engagement group may contact Debbie Deere: ddeere@ksde.org
- Future meetings will be scheduled based on interest.

Opportunity



KANSAS POWER OF THE POSITIVE

- A follow up to our November 2020 meeting
- Kansas Power of the Positive presented on family-friendly workplaces
- Rachelle Soden will introduce a Facilitators Training opportunity to all interested Recommendation Panel members to participate in.
- Panel participants will plan to report back to the Panel after this training is complete.

Opportunity



Strong FAMILIES *build* Strong BUSINESSES

Strong BUSINESSES *build* Strong FAMILIES

How do we ensure that Kansas children and families thrive? By supporting family-friendly workplace policy changes. Kansas Children's Service League, a member of the Kansas Power of the Positive, makes it easy by bringing a variety of tools and resources together all in one place!

We invite you to participate in a Family Friendly Workplace Facilitators Training to discover ways you can engage your community and local businesses in learning about the importance of children growing up in safe, stable, nurturing relationships and environments, the connection between families and businesses, and why this is a priority for building healthy communities.

Date: Thursday, June 17th, 2021

Time: 1:00p - 4:30p

Location: Virtual via Zoom

To register or for information: Email Rachelle at rsoden@kcsl.org.



Child Care Mapping Project- Meghan Kluth / Isabelle Swiderski



Kansas Quality Child Care: Mapping the Provider Journey

May 2021

Methodology

Part 1	Desktop research of context
Part 2	Preliminary journey map
Part 3	Survey (Spanish & English)
Part 4	Co-creation session (90 mins)
Part 5	Individual interviews
Part 6	Analysis, refined journey map, identify opportunities

Findings

Overview

NUMBER OF
RESPONDENTS

389

COMPLETION RATE
PERCENTAGE

43.1

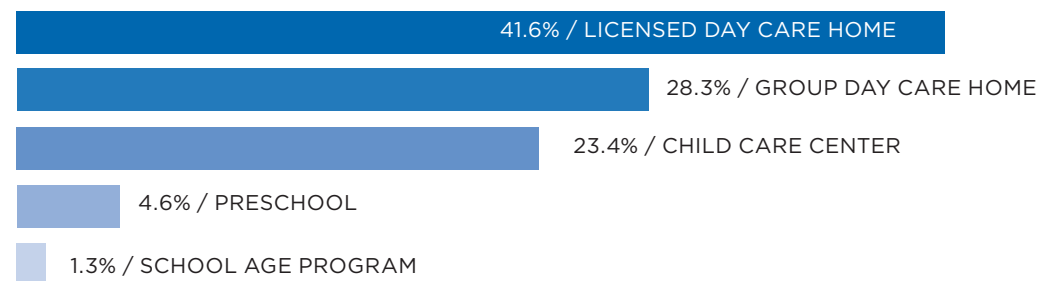
OWNER/DIRECTORS AS
PERCENTAGE OF RESPONDENTS

93.3

PROVIDER YEARS
IN CHILD CARE SETTING



FACILITY
LICENSE TYPE



Findings

Overview

35%

**of child care respondents
struggled with understanding
where to start, supports available
to them, and the licensing
application process**

31%

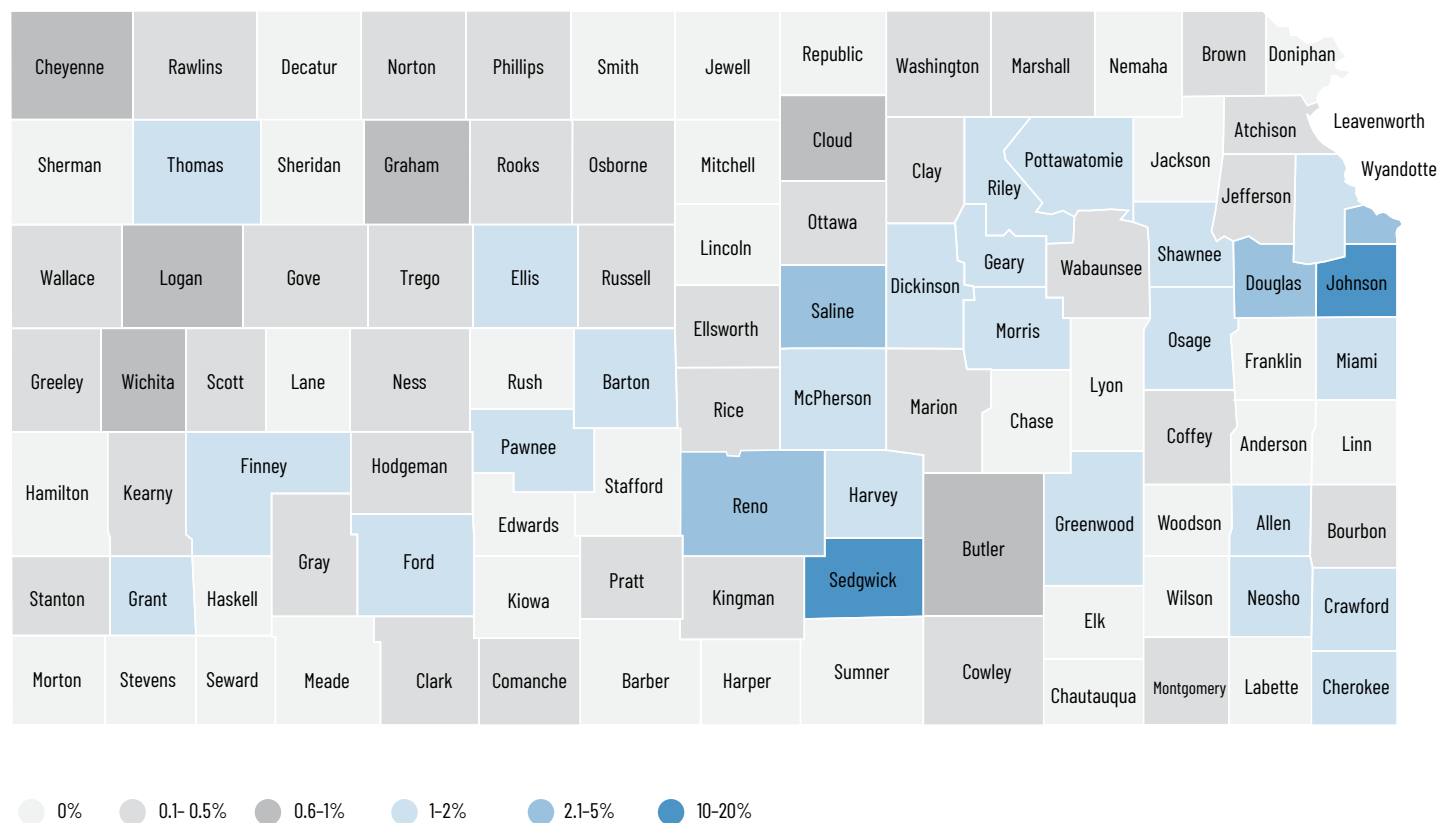
**of child care provider respondents
reported that they received
or are receiving county or local
level support from their surveyor.**

93%

**of child care provider respondents
indicated that children, kids, or
families were the bright spots in
their childcare provider experience.**

Findings

Responses by county



Findings

Pre-licensing—Direct quotes

Example idea: Startup fund for child care providers

***“ I worked in a center for years
but it’s not possible to support
yourself if you’re single working
in a center, so I went out on
my own.”—Kansas Child Care Provider***

Findings

Licensing—Direct quotes

Example idea: From providers for providers checklist

“I wish there was just a document that was all the steps needed and the recommended way you go through those steps—like a new provider’s toolkit that would really spell out all the things you have to do, because we’re just piecing it together on our own.”

—Kansas Child Care Provider

Findings

Post-licensing—Direct quotes

Example idea: Surveyor <> Provider informal meetups/masterminds

“I felt dumb that I got those emails and I just deleted them. I could’ve had help, but I didn’t understand it enough. I thought that’s way out of my reach. I’m a home daycare. That’s not for me. That’s for facilities or, I don’t know how to write a grant. How would I do that? So I just would ignore it.”

—Kansas Child Care Provider

Pilot Opportunities

Participants in the co-working session held on May 11th surfaced these opportunities as being easy to implement and high impact.

- 1 Provide starter kits to new providers
- 2 Regularly scheduled accessible and open contact with surveyors and KDHE staff (office hours).
- 3 Checklist and timeline of all steps for starting and licensing a child care business

Innovation Plan: Actionable Ideas x Testing Horizon

		EASE OF IMPLEMENTATION		
		<div>A</div> Easy to Implement	<div>B</div> Medium Level Effort to Implement	<div>C</div> Hard to Implement
IMPACT	High	Concept 4: Provide starter kits to new providers Concept 8: Regularly scheduled accessible and open contact with surveyors and KDHE staff (office hours). Concept 28: Checklist and timeline of all steps for starting and licensing a child care business	Concept 11: Start up grants for the providers to start a center or group home Concept 12: Create a central repository for starting a childcare center information Concept 14: A wide variety of on demand, in the format you need, quality trainings for providers readily available Concept 26: Self-sustaining peer support model for providers, focusing on platform and how to moderate Concept 29: Campaign to educate parents on quality child care	Concept 5: Providing retirement for providers would bring many new people to our field as a recruitment tool Concept 13: Health insurance plans for providers Concept 17: Allow providers access to state employee insurance Concept 18: Living wage for providers Concept 25: Infant care
	Low	Concept 2: Community education event on the value registered childcare Concept 3: Educate parents and community about the importance of brain development in the first years Concept 20: Public provider appreciation receptions – systematize Concept 21: At onboarding phase, more informal check-ins between providers and surveyors	Concept 1: Recognition for providers based on community discounts at stores, etc. (similar to teachers and first responders) Concept 6: Focus on the steps needed to start a program including entrepreneurial training Concept 7: Digital tools for onboarding new employees Concept 9: Reduce competition between providers Concept 15: A campaign to promote community buy-in and why quality child care is important Concept 16: Attracting new providers through educational incentives Concept 19: Increase accessibility to high quality face-to-face trainings for rural providers Concept 22: Incentivize and reward experience in child care Concept 23: How to better utilize surveyors to make funding opportunities clear to providers Concept 24: How to redefine the definition of quality of care Concept 27: Ongoing trainings for seasoned child care providers	Concept 10: Ongoing stipends and tax incentives for providers
		Test Immediately	Consider Testing	Monitor & Reassess

A photograph of a sunset over a rolling landscape. The sun is low on the horizon, partially obscured by a hill on the left, creating a strong lens flare and casting a warm, golden glow across the scene. The foreground is filled with tall, dry grasses. The sky is filled with soft, wispy clouds. The text "THANK YOU! QUESTIONS?" is overlaid in the center in a bold, white, sans-serif font.

THANK YOU!
QUESTIONS?

CHILD CARE PROVIDER EXPERIENCE MAPPING

- June 2 Biweekly Webinar
 - Learn more about the mapping project and findings.
- May Co-Creation Session Overview
 - How might we make Kansas the best place for quality child care for everyone involved?
- Next Steps and Opportunities for Early Childhood Recommendations Panel





Child Care Systems Improvement Team

Child Care Licensing Systems Improvement Team

First convened in 2007, the Child Care Licensing Systems Improvement Team advises the Department of Health and Environment (KDHE) on improvements needed to the child care licensing system and the standards of care to meet the early care and education needs of Kansas children and families. The Systems Improvement Team makes recommendations and provides guidance to implement agreed upon strategies.

- The team reconvened in September 2020 with new membership.
- Meetings are held monthly and are recorded.
- Meeting information is available on the Child Care Licensing webpage, <https://www.kdheks.gov/bcclr/>.

Strategic Plan Connection

Goal 5: Capacity and Access - Kansas families have their basic needs met and have equitable access to quality early childhood care and education services.

Goal 6: Workforce - Kansas leads the way in developing, supporting, and valuing early childhood professionals.

Goal 7: Quality and Environments - Kansas early childhood care and education programs and environments are high- quality, safe, and nurturing.

Working Groups

Starting and Maximizing Child Care Business

- Training/Professional Development
- Mentorship and Peer Support

Awareness and Resource Sharing: Elevating Rural Child Care

- Assessing and building upon the Good Beginnings Last a Lifetime campaign
- Promoting the Benefits of Licensed Care
- Possible Rural Child Care Co-op Pilot

Regulatory Practices and Standards

- KS Child Care Regulation, Implementation, Provider Understanding
- Alignment with national standards and best practice

Outcomes

- Develop recommendations for Child Care Licensing.
- Identify related efforts and how to coordinate and share information with partners.
- Move information, concerns or recommendation(s) to the Recommendations Panel to determine the best pathway forward within system.

Questions





BREAK



*The Kansas Early Childhood Recommendations
Panel will return following a ten minute break.*



All In For Kansas Kids



Maximizing Federal Child
Care Relief Funding

MICHELLE ALLEN



DCF
Collaborative Partners Meeting
May 21, 2021

Goals for today's meeting

Provide an overview of federal funding sources and initial portfolio of initiatives to address child care needs across Kansas

Outline how partners will play an essential role in maximizing the impact of federal relief dollars

Foster a spirit of collaboration and partnership across DCF and partners to achieve our common goals

Pre-existing challenges in the Kansas child care landscape have been compounded by the COVID-19 pandemic



Families **lack access to affordable care** that reflects their preferences, especially in rural areas



Providers face **difficulty sustaining profitable operations**



No accessible measures of quality of provider care to guide parents



Slow growth in workforce with high-turnover due to low compensation



DCF infrastructure **constrained by outdated systems** and processes



COVID-19: Families of essential workers face increased need for care during non-traditional hours



COVID-19: Provider margins decreasing due to lower enrollment and increased safety measures

The Department for Children and Families and partnering agencies and organizations are making a positive impact on the citizens of Kansas - but there is still more we can do

Federal relief funding provides unprecedented opportunity to support Kansas families and providers



Several **key initiatives** supported by relief funding will balance immediate relief and lasting impact



Expansion of eligibility for Hero Relief subsidy program to essential workers



Offering sustainability grants to all KDHE licensed providers



Offering new trainings to child care workers



Launch of primary research on Kansas families' needs and preferences



Development of shared resources and services platform for providers



Phased rollout of Links to Quality QRIS program to providers

Initiatives will
deliver impact
across families,
providers, and
child care
workers



~**3,000** additional families to receive subsidized care,
requiring additional capacity to assure access



~**\$70M** invested in direct financial assistance to
providers in an initial 3-month distribution



Increase in DCF subsidy-accepting providers



Increase in capacity of home-based providers



Scholarships to cover **100,000+ hours** worth of
workforce training

Recall | Unmet needs exist across Kansas ecosystem for families, providers, and the workforce

Provider support

- Overall numbers decreasing
- Providers face challenges to participating in subsidy program
- Providers need immediate help with COVID-19 relief

Quality

- Kansas behind peers with respect to quality regulation, anything beyond licensing req's is very low
- Providers that do participate must charge more for this quality, with limited state-funded incentives

Direct family support

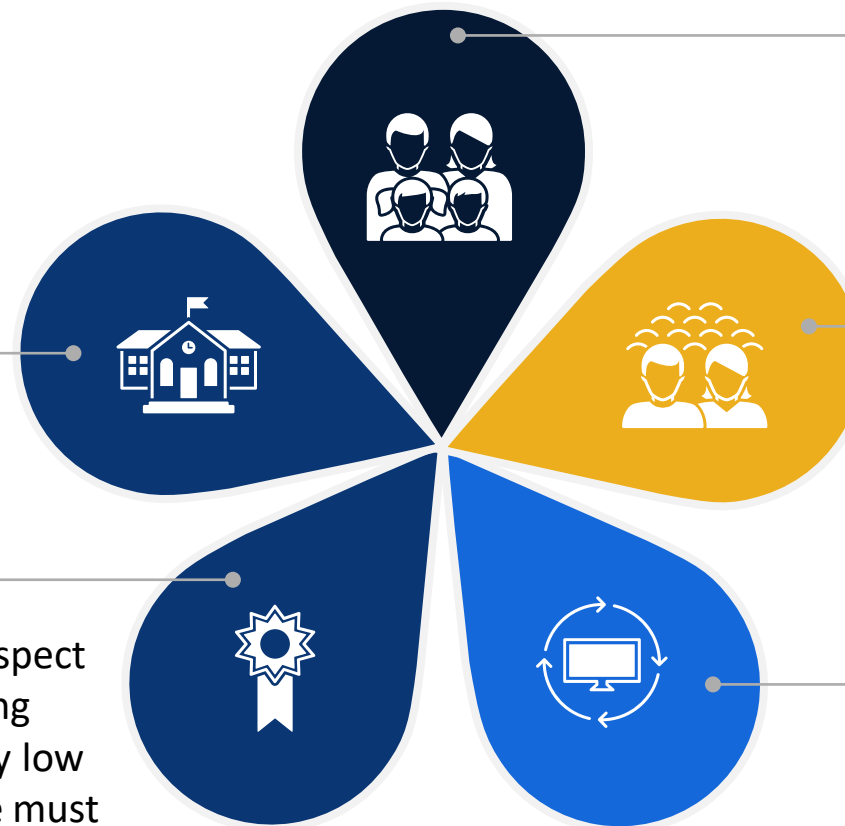
- Families do not have sufficient access to affordable, licensed care
- Childcare subsidy program is undersubscribed

Workforce

- Workforce is not growing and at risk with low compensation

DCF infrastructure

- Gaps currently exist in data and information systems, the workforce, funding, and partnerships



The initial portfolio of initiatives is designed to address these needs

Direct family support

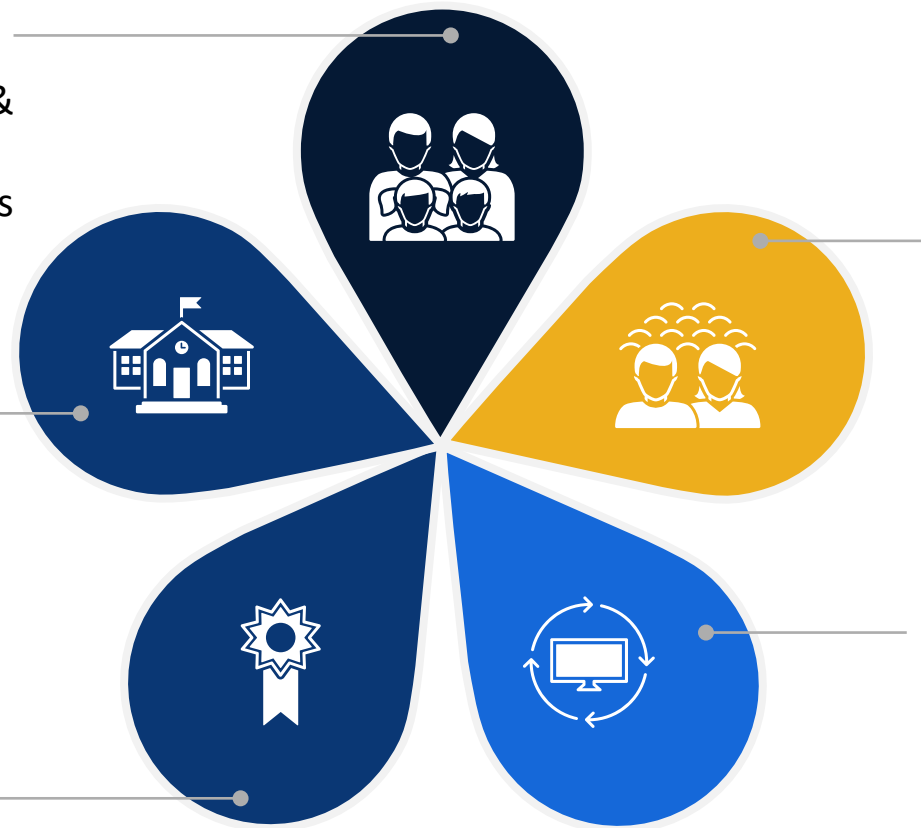
- Expansion of child care assistance
- Surveys to understand family needs & preferences
- Outreach campaign to inform families about DCF services

Provider support

- Expansion of sustainability grants
- Technical assistance for providers
- ECE shared resources and services
- Funding for prioritized providers
- Start-up grants for new providers

Quality

- Consumer education on quality
- Links to Quality QRIS statewide rollout



Workforce

- Registry for tracking training and quality
- Trainings and scholarships for child care workers
- Recruitment campaign for prospective child care workers

DCF infrastructure

- Updates to integrated data and eligibility system
- Community partnerships to increase child care access

Overarching principles guide execution to maximize benefit to Kansas families and providers

Vision: Defined principles supported prioritization of investments

Fulfillment: Projects will best maximize use of one-time funds through **aligning intended impact with execution**



Flexibility: Ability to adapt services as needs evolve

Equity: Prioritizing accessibility for primary beneficiaries

Timeliness: Delivering relief-based services with a sense of urgency

Impact: Evaluating outcomes to assess and improve services

Transparency: Raising issues without judgement



Rules of the road - collaboration is key to our success as a group



Understand what initiatives are underway and what role you play



Know who to talk to if working on similar projects and you've made progress or have insights to share



Know where to refer parents and providers to access resources that are outside your scope

We need your help to maximize the impact of relief funding



Through your continued partnership in executing initiatives



By sharing your experience and insights to ensure messaging materials resound with Kansas families and providers




By disseminating provided materials on new initiatives to providers and families with whom you interact



By helping to direct families and providers to new initiatives and resources across the child care space

Appendix

Back up | Majority of relief funding must be obligated by September 2022; stabilization fund contains more restrictive requirements than CCDBG funds

	CRRSA	ARP	
	CCDBG	CCDBG	CC Provider Stabilization
Fed Relief	\$10B	\$15B	\$24B
KS Relief	\$89M	\$133M	\$214M
Obligate	Sep 22'	Sep 23'	Sep 22' 
Liquidate	Sep 23'	Sep 24'	Sep 23'
Stipulations/ Qualifications (non-exhaustive)	<p>General</p> <ul style="list-style-type: none"> Exemption from the quality and direct services spending requirements Normal uses of CCDF allowable <p>Providers</p> <ul style="list-style-type: none"> Available to eligible CCDF providers Use existing quality improvement dollars to provide supply-building grants or contracts to providers for equipment, supplies, professional development and staffing, or other costs <p>Families</p> <ul style="list-style-type: none"> Child care assistance to workers deemed essential during the response to the coronavirus, without regard to the income eligibility requirements Lengthen eligibility redetermination periods 	<p>Near exact spend guidelines to CRRSA funding (TBC)</p>	<p>Minimum 90% devoted to subgrants for qualified providers</p> <ul style="list-style-type: none"> Qualified provides must be: <ul style="list-style-type: none"> Open and available to provide services or closed due to public health or financial hardship related to COVID-19 at the time of submitting a grant application Licensed, regulated, or registered in the state and meet state and local health and safety requirements <p>Up to 10% reserved for lead agency to cover administrative costs, technical assistance, supply increasing activities</p> <p>Providers must certify to comply with CDC, State, and local guidelines, pay employees full compensation, provide relief from copayments and tuition payments to the extent possible</p>

Must notify Feds if unable to obligate 50% of funding by Dec 21'; likely applies to 90% subgrant portion

Potential interpretation:
Restricted to existing/
pre-pandemic supply

Back up | Initial investment portfolio addresses needs across the child care ecosystem

Observed needs



Families lack **access to affordable care** that reflects their preferences

Providers face difficulty sustaining profitable operations

No **measures of quality** to guide parents

Slow growth in **workforce** with high-turnover due to low comp

DCF **infrastructure** constrained by outdated systems and processes

Objectives



Increase access to licensed, subsidized, and quality child care

Support families most in need of child care

Assist providers in achieving financial and operational viability

Promote and recognize quality care for healthy brain development

Recruit, train, and retain stable workforce

Improve flexibility of DCF infrastructure to meet client needs

Initial portfolio opportunities



- Funding for prioritized providers
- Start-up grants for new providers
- Community partnerships to increase child care access

- HRP expansion
- Understanding family needs and preferences
- Outreach campaign for DCF services to families

- Expansion of sustainability grants
- Technical assistance for providers
- ECE shared resources and services

- Consumer education on quality
- Links to Quality QRIS statewide rollout

- Registry for tracking training and quality
- Trainings and scholarships for child care workers
- Recruitment campaign for prospective child care workers

- Updates to integrated data and eligibility system
- Community partnerships

Back up | Initiatives to be implemented with CAA (CRRSA) and ARPA child care relief funding

Category	Opportunities	Description
Families	Expansion of subsidy program for essential workers	<ul style="list-style-type: none"> Expand Hero Relief Program subsidy program eligibility by: <ul style="list-style-type: none"> Including those working from home Increase benefit duration for families to 12 months
	Understanding family needs and preferences	<ul style="list-style-type: none"> Regularly engage and survey Kansas families to understand their needs and preferences <ul style="list-style-type: none"> Develop survey to deliver at a regular frequency to understand sentiments and track changes over time Utilize targeted surveys to understand effectiveness of DCF services
	Marketing campaign for DCF services to families	<ul style="list-style-type: none"> Hire an external media company to execute a two-part strategy: <ul style="list-style-type: none"> General outreach campaign to families Targeted outreach based on family data known to DCF
Providers	Direct financial assistance to providers Overall sustainability (base grants) Incentives for prioritized behaviors Start-up grants	<ul style="list-style-type: none"> Support existing providers in stabilizing operations during the pandemic through sustainability grants Provide funding to incentivize and reward providers who serving special populations (e.g., non-traditional hours) Fund capacity building efforts, especially in child care deserts
	Technical Assistance for providers	<ul style="list-style-type: none"> Centralize and promote available TA in Kansas for providers to leverage during the pandemic to stabilize their operations (e.g., support in managing program administration, achieving health and safety compliance, providing quality care for infants and toddlers)
	ECE shared resources and shared services	<ul style="list-style-type: none"> Provide pooled resources, services, and staff to child care providers who cannot afford services on their own
Quality	Links to Quality QRIS statewide rollout	<ul style="list-style-type: none"> Launch phased rollout of Links to Quality QRIS program Connect providers to relevant TA for Program Administration "Link" through centralized interface
	Consumer education on quality	<ul style="list-style-type: none"> Update KQN website, educational guides, and family outreach methods (i.e., social media and PSAs) to ensure information on quality is readily accessible to all families
Workforce	Registry for tracking training and quality programs	<ul style="list-style-type: none"> Create and implement a statewide early childcare workforce registry
	Recruitment campaign for prospective child care workers	<ul style="list-style-type: none"> Recruit new child care workers by expanding apprenticeship programs to more high schools
	Trainings and scholarships for child care workers	<ul style="list-style-type: none"> Provide financial incentives to address obstacles to existing training (e.g., payment for hours in training) Provide access to new trainings offerings for currently underserved groups or topics (e.g., business training)
Infrastructure	Updates to integrated data and eligibility system	<ul style="list-style-type: none"> Address priority data sharing use cases and concurrently assess ability of current systems to meet data sharing functionality <ul style="list-style-type: none"> <i>Potentially/future:</i> Create an integrated and adaptable data system across Kansas
	Partnerships to increase child care access through schools and employers	<ul style="list-style-type: none"> Increase the capacity of child care system across Kansas while addressing the specific needs and preferences of local communities by: <ul style="list-style-type: none"> Bringing together key stakeholders within communities Assisting in the planning of child care solutions Funding well thought out community development plans



UPCOMING MEETINGS AND BRIGHT SPOTS

Requests for future agenda items

****Bright Spots – Panel members are invited to share****

Upcoming Meetings (all via Zoom):

- Early Childhood Recommendations Panel: Friday, June 18- 9:00-11:30 a.m. (Third Fridays of the month, 9:00-11:30 a.m.)
- Children's Cabinet and Trust Fund meeting – Friday, June 4 – 9:00 a.m. – 12:00 p.m.
- Early Childhood Stakeholders Group meeting – Friday, June 4 – 1:30-3:00 p.m.





Adjournment

