

KANSAS EARLY CHILDHOOD RECOMMENDATIONS PANEL

Monthly Meeting Minutes
Friday, December 17, 2021



Visit the [Children's Cabinet website](#) for meeting materials and the [YouTube recording](#).

Members Present

Nichelle Adams, Kansas Department for Children and Families
Jennifer Adhima, Kansas Head Start Association
Marites Altuna, Kansas Deaf-Blind Project
Rachel Anno, Kansas Department for Children and Families
Mallory Arellano, Newman University
Emily Barnes, Barnes Child Care
Tanya Bulluck, Child Start Inc.
Gail Cozadd, Kansas Children's Service League
Kelly Davydov, Child Care Aware of Kansas
Tabitha Ewing, KDHE Advisory Board
Jeremy Fite, Hilltop Child Development Center
Jennifer Foraker, Hutchinson Community College
Jennifer Francois, Kansas Institute for Early Childhood Education and Research
Amy Gottschamer, Googols of Learning Child Development Center
Crystal Henry, Family Conservancy
Callie Hoffman, Kansas Parents as Teachers Association
Kim Kennedy, Kansas Department for Children and Families
David Lindeman, University of Kansas Life Span Institute at Parsons
Kelli Mark, Kansas Department of Health and Environment
Malissa Martin, Communities in Schools Mid-America
Natalie McClane, Kansas State Department of Education
Amy Meek, Kansas Children's Cabinet & Trust Fund
Patty Peschel, Kansas Child Care Training Opportunities, Inc.
Amanda Petersen, Kansas State Department of Education
Kate Roggenbaum, Parent Leader
Dannah Schatz, Russell Child Development Center
Lisa Schmidt, Women's Community Y
Cassandra Sines, Parent Leader
Heather Staab, Kansas Department of Health and Environment

Cornelia Stevens, TOP Early Learning Centers
Jenny Welch Buller, University of Kansas Center for Public Partnerships and Research
Reva Wywadis, Child Care Aware of Eastern Kansas

Minutes

Welcome

Amanda Petersen called the meeting to order with a quorum present, described processes for a remote meeting, and directed participants to **the [Kansas Children's Cabinet and Trust Fund website](#)** for meeting materials.

Meeting Agenda

Kimberly Kennedy moved to approve the agenda and Jennifer Adhima seconded, with a unanimous vote to approve the agenda as presented.

November 17, 2021 Meeting Minutes

Gail Cozadd moved to approve the November minutes and Jennifer Francois seconded, with a unanimous vote to approve the minutes as presented.

Kansans' Open Forum - Written and Verbal Comments:

No comments submitted.

Build Back Better Act follow up discussion

Amanda Petersen facilitated a follow up discussion from the November discussion of the federal proposals to expand child care and preschool. She reported an update that the U.S. Senate will not be voting on the Act before the holidays. Members shared the following comments:

- The Child Care Providers Coalition of Kansas, the Kansas Association for the Education of Young Children, and Kansas Action for Children recently hosted a Town Hall meeting to engage providers. It was noted the significant impact that the Build Back Better Act would have for home-based, child care providers. Panel members discussed the importance of being deliberate while planning ongoing stakeholder engagement about possible proposals to expand early childhood care and education.
- Partners in Sedgwick County recently discussed this federal proposal. Kansas Action for Children provided an overview and partners discussed what might happen if it passes, how to build capacity and access throughout the state, followed by discussion.

The members were asked what their thoughts are about how best to share feedback moving forward. Comments regarding the possibility of a survey had been mentioned, members agreed that at this point it would be best to wait on that idea. As we move forward, it was suggested that the All In for Kansas Kids bi-weekly webinars, weekly newsletter, and Kansas Early Childhood Stakeholder Group meetings can be used as opportunities to gather feedback. Panel members noted that there are many existing relationships/ partnerships in Kansas to network with, rather than developing a new task

force for this purpose. Panel members agreed that it made sense use a “wait and see” approach until after the holidays. Members were asked to continue to send questions/feedback to [Amanda Petersen](#) and [Debbie Deere](#).

Parent Stipend Policy

Debbie Deere presented an overview of a new Parent Stipend Policy that has recently been developed by the Children’s Cabinet, and that will go into effect immediately. The Parent Stipend Policy is as follows:

Early Childhood Recommendations Panel – Parent Stipends Policy Statement:

Early Childhood Recommendations Panel members, who serve in the role of a “Parent of a young child currently receiving early childhood services from the state of Kansas”, and who are not receiving compensation as an employee of an organization or agency to participate in monthly Recommendations Panel meetings, shall adhere to the following policy regarding parent stipends for attendance:

- Stipend of \$40.00 per monthly Panel meeting that the member attends (\$15/hour x ~2.5 hours.) Currently, no stipends for meetings or research done outside the monthly meeting time.
- Child care stipend of no more than \$50.00 is allowed per day. Child care will be only provided for weekend meetings or meetings during the week if the child is not in school.
- For consumers who drive themselves to in-person meetings the following reimbursement option is available:
 - Mileage reimbursement based upon current approved mileage reimbursement rate. Mileage reimbursement based upon the most direct route from originating location to meeting location, which shall be confirmed by an online map service (MapQuest, Google Maps, etc.)
 - Consumers traveling more than 150 miles (one-way) from their home to the in-person meeting may be eligible for lodging reimbursement and per diem based on current CONUS rates. Only one (1) overnight stay per meeting is allowed for one-day meetings. All lodging must be prior approved and will be determined on a case-by-case basis. Lodging receipts required for payment.
- Panel members who will need to provide respite care for older kids/young adults with special health care needs are eligible for stipends.
- Stipend payments will be issued quarterly, in arrears. If the annual amount of stipend payments meets or exceeds \$600, a 1099 will be issued to the Panel member.

Parent stipends are being provided through the Preschool Development Grant Birth-5 (PDG) grant as part of “Parent Engagement” grant activities and will be available commencing December 2021 while PDG grant funds are available. This policy does not alter the terms of Executive Order, 20-02, which stipulates

“Members of the Panel shall receive no compensation or reimbursements for expenses and shall serve voluntarily. Officers or employees of state agencies who are appointed to the Panel as part of their duties shall be authorized to participate on the Panel and may claim subsistence, allowance, mileage, or associated expenses from their respective agency budgets as permitted by law.”

This policy addresses the All In for Kansas Kids Strategic Plan Goal 3.2.4: *“Identify and replicate effective family engagement strategies from across Kansas, including compensation for families, engaging family representatives as members of statewide task forces and advisory boards, and as participants in the planning, development, delivery, and evaluation of programs.”*

It is also hopeful that this policy may serve as a helpful resource for other organizations/agencies working with families across the state.

The Panel members who are eligible to receive these stipends will be contacted to begin the process to receive this compensation.

The Panel discussed:

- Are child care providers eligible to receive stipends under this policy? This policy only applies to parents at this time, but Debbie will address this by researching the funding source and explore the possibility of expanding it to providers in the future. Panel members discussed the importance of providing support to allow child care providers to participate by covering costs associated with hiring a substitute.
- It would be helpful to keep in mind when working at the local level, that there is also a need to be able to provide this type of reimbursement incentive to family members and child care providers for engagement. If funding becomes available to support this, it is needed.
- Essential to support child care providers to be able to participate in a policy like this, and kudos for implementing this.
- Appreciation was expressed for listening to conversations at the recent Family Leadership Team meeting on the need for this type of policy, which allows family members to more easily participate in statewide meetings.

Overview of Work Group planning resources:

Debbie Deere presented the following information to the members to reference as they prepared go into their work group breakout sessions for the second part of the meeting:

- Timeline goals for each group to work on finalizing at least one recommendation/action plan today.
- Introduce their group’s recommendations in rough draft form to the full Panel at the end of this meeting.

- Present a final draft to the full Panel at the January meeting for a 2/3 majority vote approval.
- Elevate approved recommendations to the Children’s Cabinet at their February 4, 2022 meeting for consideration/adoption.
- A Recommendations Work Template was presented to the members as a tool to use in developing the recommendations. It includes the following background information be included:
 - How considerations of equity have informed this recommendation
 - How Kansas families have shaped this recommendation
 - Councils, committees, or workgroups with expertise, experience, or jurisdiction related to the issue
 - Why this recommendation is important for the Kansas’ early childhood care and education system
 - Who is impacted by this issue
 - Any additional connections within Kansas’ early childhood care and education system, as well as additional considerations for review and potential implementation
 - Does the recommendation address a specific goal, strategy, or tactic of the *All In For Kansas Kids* Strategic Plan?

Work Groups went into their breakout sessions

- Child Care Recruitment & Retention
- Family Partnerships
- Quality & Environments

Work Group Reports:

- **Child Care Recruitment & Retention** – Decision to move two recommendations forward:
 - *Develop a marketing campaign* and align it with current efforts already happening. These marketing efforts would serve to educate the general public on the importance of work that the early childcare workforce is doing and dispel some of the stereotypes around the profession. If we can get more support from the general public, it would help the work look meaningful and drive the recruitment of the workforce. It could also build public awareness of the opportunities for federal and state government to provide additional financial support to the sector, making early childhood care and education a more viable career path. The idea was discussed to hire a marketing company to assist with these efforts.
 - *Offering bonuses to the child care workforce.* Details discussed were based on the longevity of the employee, education, taking into consideration full and

part time positions, with a potential average of the equivalent of \$1.00/hour bonus, and also the different types of licensed providers, etc. The goal is for everyone in the workforce to receive a bonus, versus the idea of tuition reimbursement. The biggest challenge for retention of the work force is low wages. The bonus idea is an attempt to address this issue in a meaningful and realistic way. Trying to find the “magic number” on what this should be is complicated and those details have not been finalized, but the group wants this process to be as fair as possible. The Wyandotte County Start Young program could provide information about its current program. Research into what other states are successfully doing was also taken into consideration.

- **Family Partnerships** – Decision to focus on the development of one recommendation:
 - *Develop a shared definition of family partnership* to be used throughout the Kansas early childhood system. Partner with existing groups working with families to develop this definition, and identified the Family Advisory Council / Family Leadership Teams as potential partners in this effort. Keeping equity in mind, to include representation for the different needs of blended families, and getting feedback from families with lived experiences in the early childhood system in Kansas, etc. The 2019 [All In for Kansas Kids Needs Assessment](#) identified needs of families that were referenced. This definition could be a springboard for allowing parents to recognize what the importance and impact that their involvement and voice means within the Kansas early childhood system. Parent involvement vs. community partnership was discussed. The Panel discussed that the workgroup would be a good group to be responsible for engaging with parents and developing this definition.

- **Quality & Environments** – *Developed a rough draft action plan to partner with the State Interagency Coordinating Councils (SICC) and Local Interagency Coordinating Councils (LICC) to **enhance efforts for the following:***
 - Include family members/early childhood care and education professionals in their membership.
 - Consideration to hold some of their LICC meetings outside the normal 9-5 hours.
 - To equitably engage with local early childhood care and education professionals/family members to create a space where those voices can be elevated within the governance system of their local communities.
 - Recommend exploration of funding resources to allow engagement for more child care providers/family members and provide stipends for their time.
 - Promote the intention of the All In for Kansas Kids Strategic Plan, Goal 2.1.1, to allow for opportunities for early childhood care and education

professionals and families to access information about their community and statewide available resources - serve as an informational resource that LICC members can be aware of and share with communities to address the needs of children/families with special health care needs - provide information on what resources are available and disseminate this information out as much as possible, or upon request.

- Sponsor community engagement events, provide informational materials, and identify how these events and resources can be networking and teaching opportunities about the challenges of families and professionals who work with children with special health care needs
- Include monies in the SICC budget plan to fund these projects and support these proposed efforts by LICCs.
- This rough draft action plan will be finalized, to include the necessary background criteria, and formally presented to the Panel in January for approval.
- The group also discussed a recommendation to be brought forth at a future time that would: Research state-wide funding opportunities to allow for stipends to be made available to family members/early childhood care providers to engage as members of statewide task forces and advisory boards, and as participants in the planning, development, delivery, and evaluation of programs (All In for Kansas Kids Strategic Plan Goal 3.2.4).

Bright Spots:

- A member shared information that her program had a holiday event where every child in the program received gifts of: toy, book, new pair of shoes, socks, hats, gloves, and a winter coat. All of these items were donated by people committed to this mission.
- DCF has a new [Emergency Water Assistance Program](#) , with applications beginning on 12/1.
- A member shared that the residential program her son attends recently raised funds to get \$25 gift cards, plus extra money for snacks and food, for the 80 staff members who will be working on Christmas Day.
- A shout out to the Tiny K programs, state partners, and PDG teams for their help in implementing the statewide [Ages & Stages Questionnaires \(ASQ\) Online System](#). This is available throughout all Kansas communities for early childhood stakeholders to use.

Upcoming Meetings: (all via Zoom)

- Children's Cabinet and Trust Fund Meeting – Friday, February 4, 9:00 a.m. -12:00 p.m.
- Early Childhood Stakeholders Group Meeting – Friday, February 4, 1:30-3:00 p.m.

- (Pending engagement with other councils, committees, and workgroups) – Early Childhood Governance Summit (in place of the Early Childhood Recommendations Panel meeting) – Friday, January 21, 9:00-11:30 a.m.
- Scheduled workgroup meetings will be posted on the [Panel Meetings webpage](#) of the Kansas Children's Cabinet and Trust Fund website (kschildrenscabinet.org)

Adjournment

Meeting was adjourned at 11:32 a.m.