

# KANSAS EARLY CHILDHOOD RECOMMENDATIONS PANEL

Monthly Meeting Minutes  
Friday, February 18, 2022



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

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## Members Present

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Nichelle Adams, Kansas Department for Children and Families

Jennifer Adhima, Kansas Head Start Association

Rachel Anno, Kansas Department for Children and Families

Mallory Arellano, Newman University

Emily Barnes, Barnes Child Care

Amanda Billings, Family Childcare Provider

Paula Branizor, Kansas Department of Health and Environment

Tanya Bulluck, Child Start Inc.

Gail Cozadd, Kansas Children's Service League

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

Sheila Hermocillo, USD 443 Dodge City Public Schools

Callie Hoffman, Kansas Parents as Teachers Association

Kim Kennedy, Kansas Department for Children and Families

Audra Kenneson, Rainbows United

David Lindeman, University of Kansas Life Span Institute at Parsons

Kelli Mark, Kansas Department of Health and Environment

Natalie McClane, Kansas State Department of Education

Lucas Neece, Sprout House Learning

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

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### 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:

Amy Meek moved to approve the agenda and Gail Cozadd seconded, with a unanimous vote to approve the agenda as presented.

### January 21, 2022 Meeting Minutes:

Lisa Schmidt moved to approve the January minutes and Jennifer Francois seconded, with a unanimous vote to approve the minutes as presented.

Amanda Petersen welcomed Paula Branizor, child care licensing director at the Kansas Department of Health and Environment, as a new Panel member. Her membership was approved at the 2-4-2022 Children's Cabinet meeting.

### Kansans' Open Forum - Written and Verbal Comments:

No comments submitted.

### Governance Summit follow up discussion:

Debbie Deere facilitated a follow up discussion from the Governance Summit that was held on January 21. 9 groups from the governance structure and 75 participants were in attendance. Debbie gave thanks to everyone who participated and took time to share information about their work. A new [Governance Summit link](#) can be found on the Kansas Children's Cabinet and Trust Fund website with information on the Summit, as well as the live graphic recording from the meeting. This link is a good resource to reference and share.

### Wilder Collaboration Survey - Chris Tilden, KU-CPPR:

Chris Tilden, Senior Associate Researcher at KU-Center for Public Partnership and Research presented the Wilder Collaboration Survey results to report data that has been received from 100 members of the early childhood governance structure groups, and how that information might inform our efforts in moving forward. The Wilder Collaboration Survey is as follows:

### **Wilder Collaboration Factors Inventory:**

The inventory examines twenty factors in six categories that have been found to contribute to successful collaboration: Environment, Membership, Process & Structure, Communication, Purpose and Resources.

**Wilder Domain ECCE Governance:**

- Scores less than three are usually considered “areas for improvement”
- Scores for resources, purpose, and membership were higher than average
- Stakeholders generally have positive perspectives on collaboration around early childhood issues

Amanda Petersen explained that when the early childhood governance structure is mentioned, that it is referring to the councils, committees and workgroups that presented at the Summit. As the *All in for Kansas Kids* Strategic plan was being developed, they scanned their system to be able to see the groups that had a tie to state or federally funded work or a basis in statute. Those are all the groups and members that received the survey.

**Wilder Scores Year 1 & Year 2 Recommendations Panel/Survey Responses:**

- Indicate an increase in perceived strength of collaboration over time
- Initial Scores in Year 1 closer to current “governance” scores
- The only scores currently below 4 are in the process/structure and communication domains
- Overall high scores on the 6 domains
- Levels of collaboration score - a five-point rating system measuring the perceived interaction between individual respondents and other representatives in the collaborative.
  - Level 1- Networking
  - Level 2- Cooperation
  - Level 3- Coordination
  - Level 4- Coalition
  - Level 5- Collaboration

Members were asked to contact Chris Tilden ([ctilden@ku.edu](mailto:ctilden@ku.edu)) or Sushmita Samaddar ([Sushmita.s@ku.edu](mailto:Sushmita.s@ku.edu)) with questions.

**Family Engagement Toolkit – Heather Smith, KDHE:**

Heather Smith presented the following information on Family Engagement Toolkit Updates:

- Kansas Family & Consumer Partnership is defined as “Parents, families, their representatives, and health professionals working in active partnerships at various levels across the health care system – direct care, organizational design and governance, and policy making – to improve health and health care. This partnership is accomplished through the intentional practice of working with families and

consumers for the ultimate goals of positive outcome in all areas through the life course”

- Kansas Maternal Child Health (MCH) Vision – Priority on 7 strengths-based supports and services are available to promote healthy families and relationships, which is in alignment with the *All in for Kansas Kids* work.
- “You can engage without partnership, you can’t partner without engagement.” The toolkit is about engagement but it sets that stage for true partnership in their work.
- **Family & Consumer Partnership (FCP) Program Recap**
  - Peer Supports- Supporting You, Caregiver Resource website
  - Advisory- Expanded Family Advisory Council (FAC), Preschool Development Grant (PDG), Family Leadership Team (FLT)
  - Leadership- Title V Delegate, Family Leadership Program  
Technical Assistance – Family & Consumer Engagement Toolkit, MCH Change Academy
- **Engagement Toolkit** is to support our local grantees and partners
  - MCH Grantees – assist with family-driven program design/development, support active engagement and input, inform partnership strategies, evaluate family strengthening & support activities.
  - Partner Organizations & Agencies – strategic and collaborative engagement in Title V FAC activities, access to toolkit and trainings, technical assistance (upon request)
- **Components:**
  - Core Content – PDF document, content developed from input received by the FAC
  - Online Resources – additional supplemental materials to the core content – resources, samples, examples, references to support implementation
  - Planning/Implementation Tool
- **Contents:**
  - Introduction, Framework, Engaging for input, Feedback, Engaging in Advisory Roles, Engaging in Leadership Roles
- **Next Steps:**
  - Provide input on the Core Content
  - Share resources for inclusion in the online toolkit
    - Sample surveys, validated question sets, survey methodology
    - Focus group, Advisory Council, Leadership, Programming or Curriculum
    - Training designed by the toolkit

Members were asked to reach out to Heather Smith, MPH ([Heather.Smith@ks.gov](mailto:Heather.Smith@ks.gov)) for information.

Questions:

A member asked how this work will tie to Kansas Parent Information Resource Center (KPIRC) and 1-800-Children? She wants to know because families are having a hard time navigating our systems. She is trying to figure out how all of these fit together and is not further complicating, but it is also including the resource piece that will be developed? Kansas Children's Service League (KCSL) has done intensive work in parent leadership and fatherhood initiatives.

Response:

This for us. It is about helping give examples and recommendations to our local partners who are interested to having families be more at the table than they have in the past. They want to tie it back to this work and highlight those amazing examples that are already out there.

Comment:

A member explained that she has been with the FAC for 8 years. She said when she first moved to Kansas with her 18-month old, she had problems with the system and navigating what she needed for him. She found out about the FAC and she began to get involved. It helped her learn the system and help find out what other resources were out there. She wants to use this toolkit to help bring families in through our agencies. We can help guide them and help them learn about what other resources are out there and then they can take that to their communities and pass that on. It will help so many families out there so they can get the help that they need.

### Career Pathways – Sara Gardner, KU-CPPR/ Hannah McGahey, KCCTF:

Hannah McGahey, Workforce Coordinator at the Kansas Children's Cabinet and Trust Fund, presented on what is happening with the Career Pathways in Kansas.

#### **Work to Date:**

- Child Care Provider Experience Mapping (900 respondents)- becoming a child care provider and staying licensed can feel isolating and somewhat overwhelming to navigate resources - Connections typically are local, driven by relationships with supports (licensing surveyor, consultants, training partners, etc.)
- Professional Development Implementation Team (PDIT)- Collaborative approach, representation across the Early Child Care Education (ECCE) infrastructure
- Bank Street- pathway draft, feedback sessions

#### **Pathway Development:**

- Leverage unique funding opportunities
- Development of Professional Development Workforce Registry
- Alignment with core competency and individual professional development efforts
- Child Care Development Fund (CCDF) State Plan Requirement
- [All In for Kansas Kids Strategic Plan](#), 6.1.2 – “Develop and implement a comprehensive pathway to facilitate career entrance and advancement.”

#### **Design Principles:**

- Multiple entry points, recognize experience through mastery-based approaches, formalize job embedded coaching and mentoring, meaningful and accessible levels, value **both** community-based learning and higher education.

Link to the Career Pathway, <https://kschildrenscabinet.org/pathway/>.

Sara Gardner, Assistant Director at KU-Center for Public Partnership and Research, presented on two specific elements of the pathway. The full pathway is optional, this is not a mandated thing and does NOT replace licensing. This is a value added to the field, to show that you can progress along your career. Levels 5-8 are what we call the traditional higher education pathway. The bottom section shows the requirements. The \$\$\$\$ below each box show that if we are able to layer over financial incentives for quality for movement of the pathway, that is what it is intended to indicate.

### **Child Development Associates (CDA) with Enhancements:**

- A credential that is transferable through all the states - CDA includes some foundational/basic level training

### **Certificate of Mastery:**

- Eligibility Criteria- 3 years of experience working in licensed (or license exempt) child care program
- Professional Learning Requirements- 120 hours of an approved sequence of professional learning
- Coaching Requirements- 52 hours of job-embedded competency-based coaching
- Supportive Requirements- 48 hours of small group meetings

### **Implementation Considerations:**

- Existing resources for coaching and professional learning experiences
- Alignment with L2Q and Core Competencies
- Determine issuer and curriculum for Certificate of Mastery
- Continued advocacy for uses related to wages and financial incentives
- Need for curriculum development committee for advanced initiatives

### **Next Steps:**

- One more feedback session (ECHO Group, 4-year Higher Ed)
- Compile feedback from all sessions
- Bring different key stakeholders together to:
  - Process feedback
  - Determine edits to visual pathway design
  - Design implementation plan/schedule
  - Establish individual working groups and/or craft Request For Proposals (RFP) as needed

Members can contact Sara Gardner([sgardner10@ku.edu](mailto:sgardner10@ku.edu)) or Hannah McGahey([hmcgahey@ksde.org](mailto:hmcgahey@ksde.org)) with feedback or questions.

## Break Out Sessions:

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 March meeting, with a 2/3 majority vote needed for approval.
- Elevate approved recommendations to the Children's Cabinet at their April 1, 2022 meeting for consideration/adoption.

## 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 one recommendation forward:
  - *Issuing bonus payments for the purpose of retention to child care professionals in licensed child care settings* – recommends state agencies and contracted partners utilize federal relief funding to design and implement a plan to issue one-time bonus payments to help retain individual child care professionals in licensed child care settings. This should not replace any large-scale compensation efforts which are needed to sustainably address child care workforce challenges. We know there is a return on investment for investing in early childhood.
- **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 and 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. There are many initiatives happening across the early childhood care and education system related to family partnership currently. Efforts should be shared with the Head Start Policy Councils and Parent Committees for Early Head Start/Head Start as good partners in this effort. Build meaningful and inclusive family engagement into community decision-making about programs and services. If approved by the Panel, we would formally present it to the family leadership team and they would lead this charge. Anyone on the Panel who would like to support this would be invited to participate in this process.

- **Quality & Environments** – Decision to bring one recommendation forward:  
*The Early Childhood Recommendations Panel will partner with the State Interagency Coordinating Council and Local Interagency Coordinating Councils to implement these outlined strategies to enhance efforts to:* Increase local ICC participation and membership through strategies, such as holding meetings outside the normal 9-5 hours, providing stipends for their time and/or travel, provide/support childcare for council members, research funding opportunities to provide stipends to child care providers/family members for their time spent serving on the State and Local ICCs, promote communication from LICC members to create awareness of community resources and share them throughout their communities, sponsor community engagement events, provide informational materials, and propose monies be included in the State ICC budget to fund community projects proposed by LICCs in support of the *All In for Kansas Kids Strategic Plan, Goal 2.*

A few language/wording changes will be made to the recommendation to be more accommodating to who is impacted by it, and then presented in its final form to the Panel, prior to the March meeting for review.

### Bright Spots:

- Kansas Power of the Positive work has been done to increase family friendly workplaces in Kansas. They made a video to make the case of why strong families build strong businesses. This work is being led by the Kansas Children's Service League.
- A member shared information that as a provider in the state, after hearing the recommendations presented today, it made her feel very seen and recognized. She appreciates all of the efforts that each workgroup has put in. It's very impactful work!
- Blue Cross Blue Shield funded a number of Kansas communities to participate in the Pathways grant program. They are partnering with Kansas Power of the Positive to promote a family friendly survey. Many communities have been funded and it would be beneficial to see if a coalition in your community is participating with Pathways because they have funding available to participate in that program.

### Upcoming Meetings: (all via Zoom)



- Early Childhood Recommendations Panel meeting – Friday, March 11, 9:00 a.m. – 11:30 a.m. (schedule changed)
- Early Childhood Stakeholders Group Meeting – Friday, April 1, 1:30 – 3:00 p.m.
- Children’s Cabinet and Trust Fund Meeting – Friday, April 1, 9:00 a.m. – 12:00 p.m.

**Adjournment:**

Meeting was adjourned at 11:14 a.m.