

All In For Kansas Kids



Kansas Early Childhood Meeting

DECEMBER 2, 2022



AGENDA

- **General Updates**
- **Kansas Children's Cabinet and Trust Fund Mtg. Updates**
- **Career Pathway Presentation**

December 2, 2022



COMMUNITY PARTNERSHIP GRANTS

- *Initial Child Care Coalition Building Funds*
 - Eligible Kansas communities may request up to \$2,000 to support initial child care coalition building activities
- *Child Care Capacity Building Funds*
 - Eligible existing Kansas child care coalitions may request up to \$45,000 to implement plans to address access to affordable, high-quality care
- Funds are awarded on a first come, first served basis until all funds have been awarded
- Visit **Child Care Aware of Kansas** to learn more about the application process, eligibility requirements, and available technical assistance. Open through June 2023

Community Level



CHILD CARE WORKFORCE APPRECIATION BONUS

- A Partnership between the Kansas Department from Children and Families, Child Care Aware of Kansas and the Kansas Department from Health & Environment has brought one-time appreciation bonus payments of \$750-\$2500
- **The application period for relative care provider is open!**
- Eligible individuals must apply for the payment and verify information. Application period ends December 10, 2022

Workforce



KPATA NEW MONTHLY TRAINING SERIES

- Monthly training series for teachers and educators, all trainings are FREE and available to all current KPATA members
- Each month will feature a different topic relevant to early childhood and family issues
 - December 15 - Positive Supports Impact on Family Well-Being
 - January 19 – Oral Health
 - February (TBD) – Racial Equity: A Foundation of Understanding

**Professional
Development**



CHILD WELFARE RACIAL EQUITY COLLABORATIVE

- Statewide effort to understand the history of racial inequities in child welfare and to define the problem through a shared language
- **Debunking Myths Around Racial Inequities in Child Welfare** (session recorded January 26, 2022)
- **Forward Movement: Shifting from Control of to Support for Black and Brown Families** (session recorded February 23, 2022)

Professional
Development





Cabinet Meeting

Friday, December 2, 2022



ECBG PURPOSE

- To provide early childhood services for Kansas children and families ages birth to kindergarten entry, as well as services for prenatal and family supports.



ECBG PROGRAM REQUIREMENTS

- Intended to provide supplemental funding to fill gaps, programs must evidence they are investing in other funding sources and community support
- Programs that provide direct services to at-risk children aged birth to five
- Eligible applicants include 501 c(3), county and city governments, and Unified School Districts.



STRONG PROPOSALS

1. Plans based on community needs and data aligned with the goals of the strategic plan
2. A focus on outcomes
3. Public-private partnerships
4. A commitment to evidence-based, data-driven practices
5. Increase the availability of high-quality child care for infants and toddlers experiencing factors that may make them at-risk



ECBG SFY 2023-2024

Timeline	Date(s)
Release of RFP and Kansas CommonApp Portal Opens	November 4, 2022
Kansas CommonApp portal webinar	November 4, 2022
Written questions from applicants due	December 9, 2022
Applications Due	December 16, 2022 (by 5:00 p.m.)
Children's Cabinet considers funding recommendations	April 14, 2023
Grantee Notification	Following the April Cabinet Meeting (pending legislative budget approval)
Grant Year	July 1, 2023 – June 30, 2024



All In For Kansas Kids



Career Pathway Update

Hannah White, Workforce Coordinator – Kansas Children's Cabinet



Why a Career Pathway?

- Career pathways play a critical role as Kansas seeks to:
 - **Recruit** new talent – Kansas needs more child care professionals to support children and families.
 - **Retain** existing talent – Child care professionals are leaving the field.
 - **Increase** quality of programs – All Kansas children deserve to reach their full potential - quality early childhood environments provide the foundation.
- Career pathways serve as a roadmap for workforce growth and advancement.
- The Career Pathway **does not** change/replace licensing or employer requirements.

Career Pathway



Overview & Design Principles

- Equity driven – values **both** community-based learning and higher education
- Recognizes experience and leverages existing opportunities
- Builds from a set of locally-adopted core competencies
- Provides accessible onramps (multiple entry points) with the option for sequential and/or non-sequential progression
- Includes job-embedded coaching and mentoring as **foundational supports** to support a strong, connected workforce

Career Pathway



Overview cont.

- Integrates with the Workforce Registry
- Meets the Kansas Child Care & Development Fund (CCDF) State Plan requirements
- Supports meaningful use of state child care funding
- Advances systems work: All In for Kansas Kids Strategic Plan

6.1.2 Develop and implement a comprehensive career pathway to facilitate career entrance and advancement.



Career Pathway



Virtual Walkthrough

KANSAS ECCE CAREER PATHWAY

v8.23.2022

NAEYC Unifying Framework Designations Power to the Profession	Level ALT indicates "alternative" pathway to reach level	Education		Experience	Portfolio	Professional Supports		
		Education or Credential	Professional Learning Hours*			Job-Embedded Coaching	Small Group/CoP	Mentoring
NOTES: ECE I, II, and III simply represent "leveling" of the framework's professional standards and competencies; designations (I, II, III) for practitioners could change over time based on early childhood research and evidence around development and practice. All designations have cross-cutting requirements (influenced by position statements): six standards and associated competencies – beginner to advanced level.	Preprofessional	HS Diploma/GED	6	None				
	Preprofessional ALT	Career and Technical Education (CTE) program participant	6	None				
	1	3 ECE college credits		6 months				
	1 ALT <i>Early Learner</i>	<i>no existing KS or national credential</i>	45	6 months				X
	2	6 ECE college credits	30	6 months				X
	2 ALT <i>Growing Professional</i>	<i>no existing KS or national credential</i>	60	2 years	X	Meaningful amount of coaching	Meaningful amount of small group	
ECE I At least 120 professional learning hours	3	9 ECE college credits	30	1 year				X
	3 ALT <i>Credentialed Professional</i>	Child Development Associate (CDA)	120 aligned* (could be partially or fully met for the CDA)	6 months 3 months required for CDA	Required for CDA + Family Questionnaire	Site/ verification visit + Observations + Exam		X

college credits	30	1 year		Meaningful amount of coaching		X
enhancements	120 aligned* to CDA + 20	1 year	Required for CDA	12 hours	12 hours	
Accreditation						
degree (~60 credits) with is in ECE (24 ECE credits)		Practicum counts (1 semester/~6 months)		15 weeks supervised practicum OR 15 weeks job-embedded coaching		
tes could be al KS EC	200 advanced progression of professional learning	2 years		15 weeks job-embedded coaching		X
er's Degree or n any area college credits)		Practicum counts (2 semesters/~ 1 year)		30 weeks supervised practicum		
er's Degree or		1 year in addition to supervised practicum		30 weeks supervised practicum		X Leadership or advocacy

and recognize additional growth, including CDA+ BS, IMH specialty or other, certifications, credentials or endorsements

higher in any area (30 ECE college credits) Substitute could be [KS EC Director Credential](#)

*Within the last 3 years; aligned with KS core competencies, comprehensive, verified/approved based on content, difficulty, topic; measure of learning

Table Version - Screen Sharing

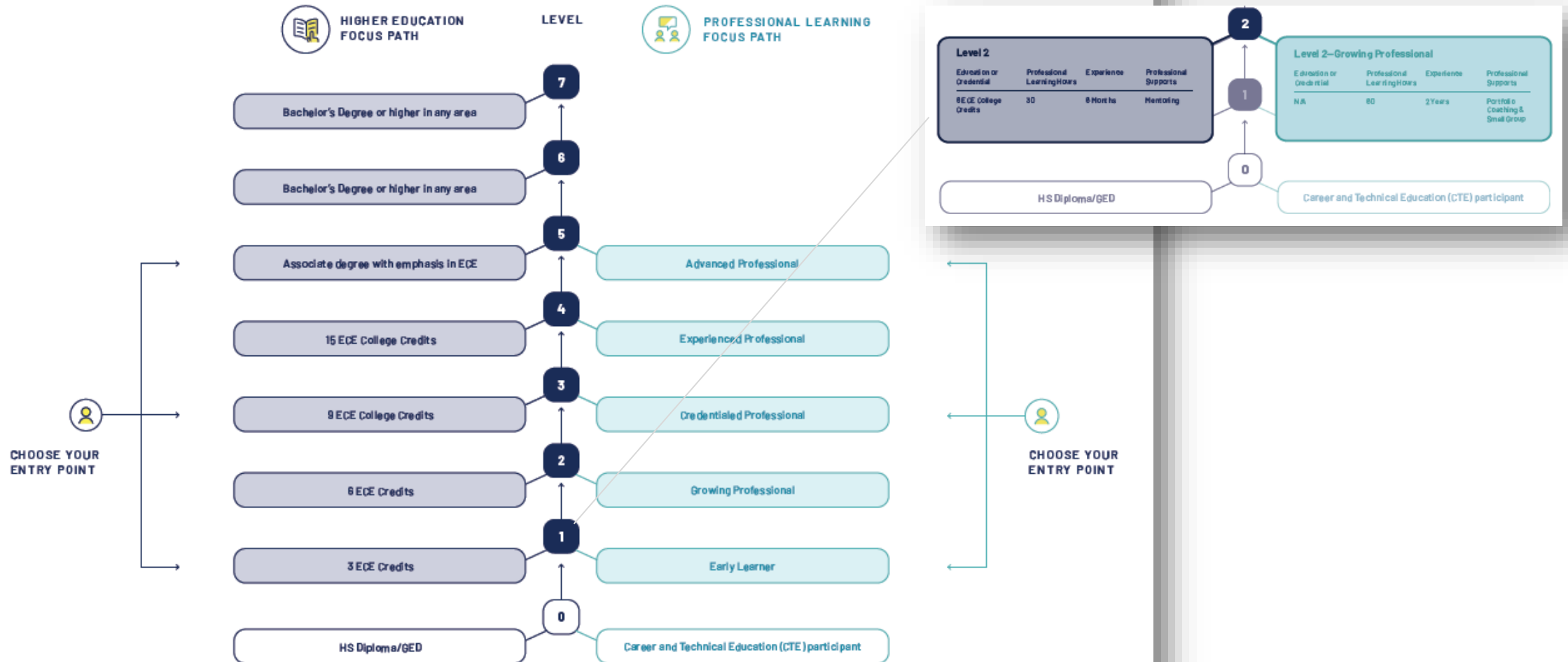
Phase 1 Version: What's changed?

- Removed Levels 8 & 9 for initial version (will evolve/expand)
- Alternate Levels end at 5 (options to be identified)
- Included a pre-professional level
- Removed Certificate of Mastery (future design)
- Integrated existing opportunities (credentials, accreditation)

Career Pathway



Interactive Design – DRAFT



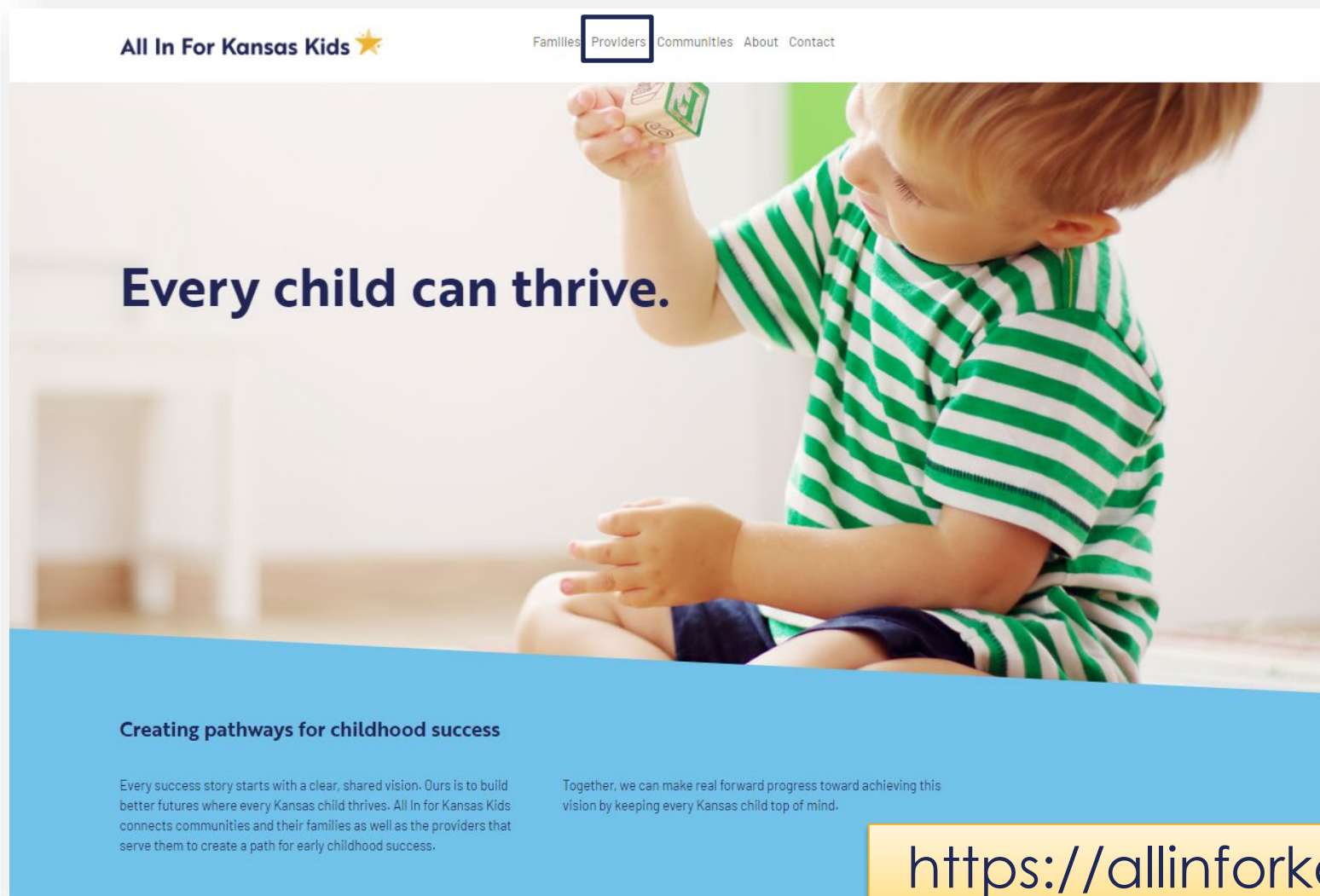
Phase 1 Implementation (January 2023)

- **Goal:** Release the career pathway with core content to increase awareness, engage the workforce, and streamline the system
- **Scope** (content in English and Spanish)
 - Career Pathway (interactive/web, printable PDF)
 - Framing/guidance and FAQs
 - Companion documents and resources
 - Financial incentives (foundational)
 - Promotion/marketing
 - Referrals, technical assistance, and monitoring

Career Pathway



Release & Launch Plan



All In For Kansas Kids 

Families Providers Communities About Contact

Every child can thrive.

Creating pathways for childhood success

Every success story starts with a clear, shared vision. Ours is to build better futures where every Kansas child thrives. All In for Kansas Kids connects communities and their families as well as the providers that serve them to create a path for early childhood success.

Together, we can make real forward progress toward achieving this vision by keeping every Kansas child top of mind.

<https://allinforkansaskids.org/>

Virtual Walkthrough (website)

Career Pathways

What is a Career Pathway?

A career pathway is a way to represent the career, support, and training options available to professionals practicing in the Early Childhood Care and Education (ECCE) system. This tool, which is a part of the All In for Kansas Kids Strategic Plan (Goal 6), recognizes the importance of high-quality early childhood experiences for children, families, communities, and the state. The career pathway guides professionals in the field towards resources and opportunities to support their professional goals.

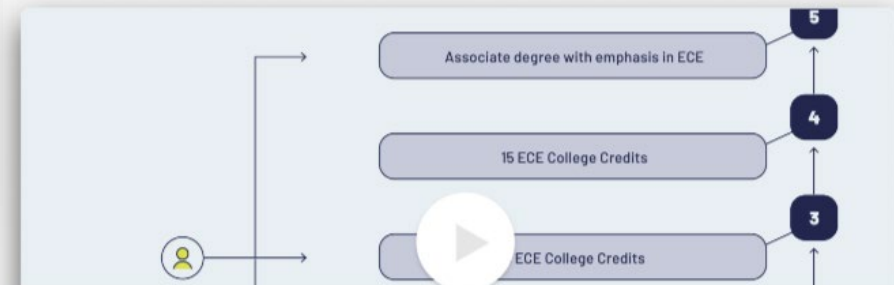


Why does It matter?

Growth and advancement are important considerations for any career. The Kansas ECCE Career Pathway is an optional resource which can help professionals identify steps they can take to ensure they have the knowledge, skills, and experience needed to fulfill their desired goals.

To make advancement more equitable and attainable, the career pathway brings together existing system offerings while creating multiple entry points. It illustrates the variety of professional learning opportunities and supports that make it easier to plan a fulfilling career.

How does the Career Pathway help build careers?



Related Systems Work

- Core Competencies
- Individualized Planning
- Career Guide
- Career & Technical Education
- Professional Supports & Assistance
- Workforce Registry

Career Pathway



Communication & Outreach Plan – PDIT Input

What information items are most critical to you?

- o Development and implementation progress updates
- o Promotional information to increase awareness/understanding

How often would you like to receive updates?

- o Biweekly, monthly, as needed

What formats would you like to use when promoting the pathway?

- o Email, social media, print, websites

Career Pathway



Questions & Discussion

Thank You!

Contact: hwhite@ksde.org

Career Pathway



UPCOMING MEETINGS

- Next Biweekly Webinar: December 14, 12:00 – 1:00pm
 - Register on the Children's Cabinet website
- Recommendations Panel: December 16 – 9:00 a.m. via Zoom (third Friday of the month beginning at 9:00 a.m.)
- Kansas Children's Cabinet and Trust Fund:
December 2, 9 a.m.-12 p.m.

Early Childhood Group February 3, 2023' 1:30 – 3 p.m.

All meetings will be held virtually until further notice.

Stay Connected

