

KANSAS EARLY CHILDHOOD RECOMMENDATIONS PANEL

Monthly Meeting Minutes
Friday, May 19, 2023



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

Members Present

Nichelle Adams, DCF
Mallory Arellano,
Brenda Bandy, Kansas Breastfeeding Coalition
Emily Barnes, Barnes Childcare
Eldonna Chesnut, Johnson County CCL
Kelly Davydov, Child Care Aware of Kansas
Jarvis Doleman, KDHE
Asiya Foster, MARC
Jennifer Francois, Kansas Institute of Early
Childhood Education
Amy Gottschamer, Googols of Learning
Crystal Henry, Family Conservancy
Kim Kennedy, DCF-HSCO
Malissa Martin, CIS of Mid-America
Sarah Minshull, Child Care Aware of Kansas
Stephanie Parks, KU Special Education
Patty Peschel, KCCTO
Bethany Samuel, DCF
Tara Taylor, Head Start and Local Education
Agency
Ly Tran, DCF
Hannah White, KSDE
Christie Wyckoff
Reva Wywadis, Child Care Aware of Eastern
Kansas

Minutes

Welcome

Lindsay Orion 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

Kelly Davydov moved to approve the May agenda and Eldonna Chesnut seconded, with a unanimous vote to approve the agenda as presented.

April 21, 2023, Meeting Minutes

Brenda Bandy moved to approve the April minutes and Mallory Arellano seconded, with a unanimous vote to approve the minutes as presented.

Kansans' Open Forum - Written and Verbal Comments

Kansans are encouraged to submit comments through the [Kansans' Open Forum Comment Form](#) by 5:00pm on 6/15 to share written comments or to sign up to share verbal comments with the Panel during this portion of the meeting. No comments submitted.

Kansas Early Childhood Transition Task Force

Lindsay introduced Kelly Davydov, Executive Director of Child Care Aware of Kansas to present on the Kansas Early Childhood Transition Task Force. The Transition Task Force is charged with reviewing Kansas' early childhood programs and developing a roadmap for the creation of a new state, cabinet-level agency, focused solely on supporting the success of our youngest Kansans and delivering a set of formal recommendations by the end of the calendar year. So far, the Transition Task Force has conducted a landscape assessment to better understand the lay of the land in the Kansas' Early Childhood System and to discover opportunities for alignment. They have also had conversations with state leaders from Missouri and Colorado who have previously consolidated and aligned their early childhood programs and services and had the opportunity to ask questions. They plan on hearing directly from the stakeholders (families, communities, providers, etc.) next and are in the process of scheduling Regional Listening Sessions at the end of June. More information will be available soon.

KCCTO Workforce Development Advisory Group

Lindsay introduced Hayley Hynek and Linda Logan from the Workforce Development Advisory Group to give updates on the Core Competencies, as well as the Individualized Professional Development Plan. The Workforce Development Advisory Group's purpose, with funding from DCF, is to establish a workforce facilitation center to be guided by an advisory committee of early childhood partners from across the state to coordinate a comprehensive and systematic approach to workforce development throughout Kansas.

Four workgroups have been formed to complete more detailed work on Core Competencies, Equity Inclusion and Diversity, Individualized Professional Development Plan, and an Annual Workforce Needs Assessment.

The Core Competencies work group, made up of 16 people, have conducted an almost 3 year research and review for already existing core competencies that would meet the needs of the Kansas Early Childhood Workforce. In December 2022 the recommendation to adapt the Nebraska core competencies was approved by the Kansas Children's Cabinet and Trust Fund Board. They continue to make the necessary edits to these core competencies in order to make them Kansas specific. They are developing guidance and support for transitioning training and coursework from the old core competencies to the new Kansas core competencies. Work will include developing an online course for direct service professionals and they will start hosting focus groups for direct service professionals to view, provide feedback, and ask questions about the new Kansas core competencies.

The Individualized Professional Development Plan (IPDP) work group has been working over the past few years to develop an IPDP that will be recommended for statewide use. IPDP is a tool that guides you through the process of reflecting on strengths and interests as well as determining areas that might benefit from additional focus. The information you gain from this process helps provide the framework for setting individualized goals, as well as increasing personal knowledge and expertise. They are almost out of the draft phase of this document and will soon be ready for distribution. The initial roll out of the IPDP will include a self assessment tool built around the new Kansas core competencies. This tool will also allow use for professionals in different settings (direct and support service roles), and for additional professional purposes. They also have a course development plan to support the use of the IPDP. Courses will be developed in multiple modalities including topics such as how to use the IPDP and why it is important, as well as how to support others in completing/using the IPDP. The future plan is to share the IPDP with Kansas professionals through an open access course on campus, the link for this website will be shared widely once fully developed. Their future dissemination plans also include the integration within the new workforce registry system which will allow for more dynamic capabilities within the online system.

Child Care Quality Improvement Support System

Lindsay introduced Sarah Minshull, Director of Innovation, Programs and Strategy for Child Care Aware. Sarah presented alongside her colleagues Kelly Cain-Swart, Program Manager for Links to Quality and Lizzy Zsuzsics, Shared Services Program Manager. The Child Care Quality Improvement and Support System project is a comprehensive approach to improving and aligning all aspects of quality in early care and education that includes: providing direct support and assistance to Child Care Providers, fostering collaboration with and among providers in peer groups, expanding the availability of statewide resources, and establishing a shared services network. The Child Care Quality Improvement Support System includes Program Administration Support, Links to Quality

(Program Administration, Family Partnerships, Health and Safety, and Learning and Development), Learning Communities, and shared services.

All In For Kansas Kids Tactic Work Groups

Lindsay asked a representative from each Tactic Work Group to provide an update on what they are working on.

7.1.2 Zoning: update given by Eldonna Chesnut. This work group's biggest success so far is that they sent out a survey, in the Child Care Aware Newsletter, asking providers about their understanding/perception of zoning in general. Hoping to get some good, useful information back from the survey. They are continuing to focus on zoning and will move to the Home Owner's Association in the new year. Looking to work with the Kansas Chapter of the American Planning Association in the future as well.

6.1.5 Recruitment and Retention: update given by Amy Gottschamer. Focusing on professionalism when it comes to recruitment and retention. Increased endorsements, credentials, certifications for child care professionals to hopefully change the "glorified babysitter" public perception. Compiled large list of barriers and ways to address them in the future.

6.1.1 Compensation and Benefits: update given by Asiya Foster. At the last meeting the group spoke about the need to have a standard definition of the word compensation, looked at key compensation structural components that have been built into state systems across the country that have been successful, and assessed challenges to implementation.

4.2 Family Friendly Workplaces: update given by Brenda Bandy. Focusing on a recommendation to ask the children's cabinet to serve as a creation of this one stop shop for family friendly workplace practices where employers can go to find good, quality information. Need to create this space and align the work that is being done by a variety of partners. Inviting subject matter experts to come to the work group sessions to hear from more people. Key to success is to present a business case for these family friendly practices. The work is already being done we are just doing our best to coordinate and align the work.

Panel Updates

Lindsay informed the current Panel that there were 84 applications submitted for the July 2023-June 2024 Recommendations Panel membership term. The Kansas Children's Cabinet and Trust Fund Board will review and approve the 2023-2024 membership at the June 2nd Cabinet meeting.

Lindsay also asked the Panel to share any specific topics/agenda items that they would like to hear more about at future meetings by utilizing the [Agenda/Resource form](#), available on the Panel SharePoint Hub.

Bright Spots

- Hannah White, Workforce Coordinator shared Workforce Registry updates. The Workforce Registry team got to see what the general public will see when looking at the registry. It allows space for advertisement of professional development and open grant opportunities.
- Amy Gottschamer, Googols of Learning received so much love and thanks from our families for Teacher/Staff/Provider Appreciation. Also held a successful family event this week, in light of Mother's Day, called Wonder Woman Wednesday. Kids were asked to invite any important women in their lives to come have breakfast with us to celebrate them.
- Brenda Bandy, next month the Breastfeeding Coalition will be celebrating our 10 year anniversary being in partnership with KCCTO and KDHE, specifically on the course How to Support the Breastfeeding Family in the Child Care Setting. We have trained over 5,200 child care providers! Child Care Aware of Kansas have also been able to translate this course to Spanish. Also, in partnership with Child Care Aware of Kansas, they awarded the Breastfeeding Friendly Child Care Provider Designation to Joy Child Care Development Center in Dodge City.
- Eldonna Chesnut, held the first meeting of the Johnson County Early Childhood Coalition, around 24 people had signed up to come and our first activity is in process. They were asked to present to the Overland Park Chamber to speak about the importance of child care and how to get communities and businesses involved. And, in doing so, 3 more businesses wanted to join the Child Care Coalition!
- Jarvis Doleman, KDHE regulation review going well, meeting twice a week to keep it moving. Had a good turn out at our first Brighter Education Series, which has proven to be another great way to connect with providers. Next one is at the end of July.
- Kelly Davydov, exciting conversations happening between Child Care Aware of Kansas and their partners at DCF and KDHE about the Child Care Health Consultant Network that was built from scratch during the pandemic. The model provided high quality coaching and technical assistance to child care providers that helped get them through some really difficult situations and continues to do so. This model is in full partnership with the Child Care Resource and Referral Network and KCCTO. Over the last few weeks, we've gotten inquiries from several external entities with lots of questions on how we did it and how to replicate this network. It's been exciting to share our journey with this and hear feedback from other interested entities.

Upcoming Meetings: (all via Zoom)

- Children's Cabinet and Trust Fund Meeting – Friday, June 3, 9:00 a.m. – 12:00 p.m.
- Children's Cabinet and Trust Fund Special Meeting to approve Child Care Capacity Accelerator Grants – Friday, June 23, 1:00 p.m. – 3:00 p.m.
- Early Childhood Recommendations Panel – Friday, April 21, 9:00 a.m. -11:30 a.m.

Adjournment

Meeting adjourned at 10:11am