

# KANSAS EARLY CHILDHOOD RECOMMENDATIONS PANEL

Monthly Meeting Minutes  
Friday, January 19, 2024



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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, DCF  
Marites Altuna, Kansas State School for  
the Blind  
Emily Barnes, KAC  
Dana Book, KCSL  
Tanya Bulluck, Child Start  
Eldonna Chesnut, Johnson County  
Department of Health and Environment  
Kristina Cullison, Frontenac Public  
Schools  
Amy Dean-Campmire, KDHE  
Jarvis Doleman, KDHE  
Nick Engels, Littles Early Learning  
Kerri Falletti, KDC  
Bronwyn Fees, Kansas State University  
Kelly Franz-Langford, TARC  
Amy Gottschamer, Googols of Learning  
Lisa Jeanneret, DCF  
Kim Kennedy, DCF-HSCO  
Tanya Koehn, CCAKS  
Katrina Lowry, Russell Child Development  
Center  
Karen MacCrory, Mitchell County  
Partnership for Children  
Natalie McClane, KSDE  
Cheisa Myles, Blessed Assurance  
Daycare  
Leigh Anne Neal, USD 512 Shawnee  
Mission School District  
Lindsay Orion, KU CPPR

Stephanie Parks, KCCTO  
Patty Peschel, KCCTO  
Bethany Samuel, DCF  
Brett Schmidt, Learning Cross  
Heather Schrotberger, Kansas Head Start  
Association  
Cornelia Stevens, TOP Early Learning  
Centers  
Tara Taylor, Arkansas City Public Schools  
Ly Tran, DCF  
Marie Treichel, KAIMH  
Cora Ungerer, KDHE  
Jateice Vieux, USD 226 Meade  
Elementary & Junior High School  
Christie Wyckoff, KCCTF

## Minutes

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### Welcome

Cornelia Stevens 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.

### January Meeting Agenda

Natalie McClane moved to approve the agenda and Marites Altuna seconded, with a unanimous vote to approve the agenda as presented.

### November 17, 2023 Meeting Minutes

Patty Peschel moved to approve the February minutes and Emily Barnes 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 the day preceding each meeting to share written comments or to sign up to share verbal comments with the Panel during this portion of the meeting. No comments submitted.

### Wellbeing Pathway Focus Group Request

Cornelia gave details on the Wellbeing Pathway Focus Group. The Wellbeing Pathway Team is recruiting four to six Panel members to weigh in on next steps as a part of a series of focus groups. Their request is participation in a one-hour virtual focus group near the end of February. Panel members interested were directed to reach out to Lindsay Orion to be connected to the Wellbeing Pathway Team.

### Career Pathway Implementation Updates

Cornelia introduced Bronwyn Fees, Patty Peschel, and Sherron Field of Kansas Child Care Training Opportunities (KCCTO) to give the Career Pathway updates. Work on the implementation of the Career Pathway began in March of 2023. The Career Pathway aligns with workforce Goal 6 in the All In for Kansas Kids Strategic Plan. The Kansas Children's Cabinet and Trust Fund (KCCTF), the University of Kansas Center for Public Partnerships and Research (KU CPPR), the Kansas Department for Children and Families (DCF; project funder), the Kansas Department of Health and Environment (KDHE), the Kansas State Department of Education (KSDE), professional development organizations across the state, higher education, and the voices of the workforce were all involved in co-creating the Career Pathway. As the implementation phase progressed these partnerships continued and new partnerships emerged with Kansas State University Research and Extension, Kansas State University Office of Educational Innovation and Evaluation, and several consultants from the BUILD initiative. Their collective goal is to develop a robust

career pathway for Early Childhood Care and Education (ECCE) professionals that is meaningful and consistently available and applied across all ECCE programs (including child care centers, licensed and group child care homes, preschools, Head Start, and school age programs) throughout Kansas. The Career Pathway will offer a high-level road map to advancing roles or expertise within the profession tied to opportunities to earn increased compensation.



**Career Pathway for Kansas Early Childhood Care and Education Professionals**  
 Pathway at a Glance

Get started at: [allforkansaskids.org/career-pathway](http://allforkansaskids.org/career-pathway)



LEVEL	REFERENCE	EDUCATION OR CREDENTIAL	PROFESSIONAL LEARNING HOURS	EXPERIENCE	PROFESSIONAL SUPPORTS
7	Bachelor's Degree or higher in any area (30 ECCE college credits) or KSEC Director Credential	Bachelor's Degree or higher in any area (30 ECCE college credits)	N/A	Supervised practicum + 1 year and currently in professional leadership	30 weeks supervised practicum and mentoring
6	Bachelor's Degree or higher in any area (30 ECCE college credits)	Bachelor's Degree or higher in any area (30 ECCE college credits)	N/A	Practicum (2 semesters or 1 year)	30 weeks supervised practicum
5	Advanced Professional	Provisional KSEC Director Credential	200	2 years	15 weeks of job-embedded coaching/mentoring
	Associate Degree with emphasis in ECCE	Associate degree (~60 college credits) emphasis in ECCE (24 ECCE credits)	N/A	6-month practicum	15 weeks practicum or 15 weeks job-embedded coaching/mentoring
4	Experienced Professional	CDA Credential™ or NAFCC Accreditation	120 (CDA Credential™) and 20	1 year	12 hours of job-embedded coaching and small group
	15 ECCE college credits	15 ECCE college credits	30	1 year	Job-embedded coaching/mentoring
3	Credentialed Professional	Child Development Associate (CDA Credential™)	120 required for CDA	3 months required for CDA and 3 months for Career Pathway	Job-embedded coaching/mentoring
	9 ECCE college credits	9 ECCE college credits	30	1 year	Job-embedded coaching/mentoring
2	Growing Professional	N/A	60	2 years	Job-embedded coaching/mentoring
	6 ECCE college credits	6 ECCE college credits	30	6 months	Job-embedded coaching/mentoring
1	Early Learner	N/A	45	6 months	Job-embedded coaching/mentoring
	3 ECCE college credits	3 ECCE college credits	6	None	N/A
P	Career and Technical Education (CTE) participant	Career and Technical Education (CTE) participant	6	None	N/A
	HS Diploma or GED	HS Diploma or GED	None	6 months	N/A

Get support with navigating the Career Pathway, connect at [kccto.org/career-pathway-interest](http://kccto.org/career-pathway-interest).

Professional Learning Focus Path      Higher Education Focus Path

The Career Pathway is a competency-based pathway so it is integrated with the work of the Kansas Core Competencies group. Their goal is for every professional to see themselves on this Career Pathway and to see clearly how to map out/advance their knowledge and skills as professionals.

The Career Pathway work included listening sessions, a comprehensive workforce study, higher education collaboration, coaching for success, and an Elevate Your Career course.

**Listening Sessions:** The purpose was to guide the implementation plan for the Career Pathway. 17 Listening Sessions were held during August and September of 2023 with 212 participants (46 of which were ECCE providers) representing 21 counties in Kansas. These sessions were facilitated by an outside consultant from the BUILD initiative. The reoccurring themes were higher education, compensation, recruitment and professional

advancement. Executive summaries and topical briefs that reflect the voices from the field as well as implications for future work and policy/advocacy efforts are coming soon.

**Comprehensive Workforce Study:** Comprised of the workforce survey and focus groups. The workforce survey was launched in late November 2023 and closes in February 2024. To date there have been over 3,000 survey participants. This survey is only missing participation from 4 out of the 105 counties in Kansas, but continue to actively recruit to close this gap. Focus groups will start in the Spring of 2024. Based on survey results they will target specific demographic groups, locations, and roles for the focus groups, in an attempt to capture a more comprehensive representation of the workforce. Protocol, including the interview/discussion questions, will be based on lingering questions from the survey results and topics that need further investigation. Once the workforce survey and focus group are complete the results will be disseminated to the general public, and will be available on the KCCTO website.

**Higher Education Collaboration:** The Career Pathway team invited faculty from the higher education institutions across the state for a day in Manhattan, KS to learn about the Career Pathway and the implementation, and to gather information from them. The goals of this day were:

- To build collaboration and partnership among these institutions of higher education
- To discuss successes and shared challenges/barriers
- To partner together in order to ensure quality preparation and professional learning for a diverse workforce
- And to understand the support from the Career Pathway which includes existing KCCTO scholarships, support for CDA, mini-grants (coming soon), and career navigators (coming soon)

The Pathway team shared what they learned from the workforce and the support that the workforce is seeking from these higher education institutions, putting focus on high-quality student experiences. Curriculum among all institutions of higher education will be examined considering and integrating the Kansas Core Competencies and Early Learning Guidelines. They are working toward articulation between programs so there is a clear pathway for learners moving between institutions and to remove as many current barriers as possible.

**Coaching for Success:** The Career Pathway team offered a Train the Trainer event where they had 55 professionals from multiple agencies, across all funded projects, who represented all 6 regions of Kansas. They covered topics such as the Kansas Career Pathway Individualized Professional Development Plan (IPDP), career advancement, and coaching for success. The main focuses were child centered coaching, insisting on success, and the essential traits of a coach and what elements are needed to ensure their success. The next steps include looking at the Elevate Your Career course, teaching current coaching participants how to use the IPDP, and teaching the role and use of potential Career Navigators.

**Elevate Your Career Course:** This is an asynchronous course that begins on January 25, 2024 and will run for two weeks. The course is designed to empower the ECCE professional to reach new heights in their professional journey. This comprehensive course is crafted to provide participants with a deep understanding of the Kansas Career Pathway, the Kansas Core Competencies, and encourage self-reflection through the lens of the self-assessment and equip individuals with the tools and information they need to design their own IPDP. After submitting their finalized IPDP participants will be eligible for a stipend. This course is currently being offered online with continued plans to offer multiple in-person and live virtual training sessions. Providers will have weekly opportunities to register for the course.

The team will continue their work on the Career Pathway by listening to voices from the field, offering professional learning and support, and partnering with higher education institutions. All feedback is fundamentally important to the continued work of the Career Pathway in Kansas.

### [AIFKK Tactic Work Group Reports](#)

Cornelia introduced a representative from each work group to provide an update on the work they have done since last month's meeting.

#### **Tactic 6.1.1: Compensation and Benefits**

Update given by Heather Schrotberger. Work group met with consultant group (Watershed) working on state level compensation recommendations at November Panel meeting and will be meeting with them again today.

#### **Strategy 4.2: Family-friendly Workplaces**

Update given by Dana Book. Work group met and discussed two existing initiatives that are doing very similar work (First 1,000 Days/Family Forward campaign and Family-Friendly Workplace campaign) to identify where the cross-section is of those two initiatives and how they can dovetail from there. Uncovering ways to engage state agencies, specifically the Department of Commerce and Department of Labor, in considering their specific roles in these initiatives. They formulated contacts within these agencies and discussed how to promote the initiatives through internal marketing and outreach and will be presenting at the Kansas City Women's Chamber of Commerce.

#### **Tactic 7.1.2: Zoning**

Update given by Christie Wyckoff. Work group met after November Panel meeting and mainly discussed putting together HOA survey questions and will continue with that work today. They currently have a proposal put together for Zoning but were waiting on a completed toolkit from the Go Team. Since then the Go Team has shifted from a toolkit to a full [webpage](#) that offers far more information, support, and resources in regards to tackling child care challenges with a full tab dedicated to zoning.

### **Tactic 6.1.5: Recruitment and Retention**

Update given by Amy Gottschamer. Work group is still working out details, wording, target audiences, and fine-tuning their overall toolkit. But after hearing from 7.1.2 they may head in the direction of a webpage as well.

### **Bright Spots:**

- Tanya Bulluck: Head Start working on second ordinance change in the city of Wichita. First worked with attorneys at city to confirm that the ordinance is something that can and should be changed. Wichita is also one of seven cities across the nation that is a part of the National League of Cities and they have 9 months to help increase the early childhood workforce and entrepreneurship. Will be tackling four goals with other cities across the nation and hopefully by Fall of 2024 we will have those goals to share with the group.
- Emily Barnes: New Education Policy Advisor at Kansas Action for Children. Early Learning Advocacy Day is coming up on March 6<sup>th</sup> which gives early childhood professionals the opportunity to learn how to share their story and voices to create change through their lawmakers. Save the date will be out soon with registration details.
- Natalie McClane: The Kansas State Board of Education approved the updates to the Kansas Early Learning Standards last week. On February 2<sup>nd</sup> we will present to the Kansas Children's Cabinet and Trust fund for their approval. The updated standards are currently available on the KSDE website's Early Learning page. Once they are fully approved work will begin on resources/training, website construction to house the standards, and getting printed copies out to schools, child care facilities, etc.
- Marites Altuna: A major bright spot is the collaboration that comes from the Recommendations Panel. Brenda Bandy and Dana Book will present on Family Friendly Workplaces to the Women's Chamber Network in a month and there are already over 60 individuals registered.

### **Upcoming Meetings: (all via Zoom)**

- Children's Cabinet and Trust Fund Meeting – Friday, February 2, 9:00 a.m. – 12:00 p.m.
- 3<sup>rd</sup> Annual Early Childhood Governance Summit – Friday, February 16, 9:00 a.m. – 11:30 a.m.
- Early Childhood Recommendations Panel meeting – Friday, March 22, 9:00 a.m. – 11:30 a.m.

### **Adjournment**

Meeting was adjourned at 9:59 a.m.