

# All In For Kansas Kids



## Early Childhood Recommendations Panel



**MEETING** JUNE 21, 2024



# WELCOME

**Thank you** for serving Kansas children, their families, and our state's early childhood care and education professionals!

This is a remote meeting.

- Today's meeting materials are posted on the [Panel Meetings webpage](#) on the Children's Cabinet site.
- Panel members will clearly identify themselves when they begin speaking.
- Panel members can use the "raise hand" feature to show they are ready to share.

# TODAY'S AGENDA

- Welcome
- Approval of June Agenda
- Approval of May Meeting Minutes
- Kansans' Open Forum
- AIFKK Tactic Work Group Presentations
- Bright Spots & Upcoming Meetings
- Adjourn

# ACTION ITEMS

*Panel members - please clearly identify yourself when you begin speaking to make and second a motion.*

- Approval of June agenda
- Approval of May minutes



# KANSANS' OPEN FORUM

*Kansans are encouraged to submit comments through the [Kansans' Open Forum Comment](#) Form by 5:00 p.m. 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.*



# IMPROVE SCHOOL READING WITH MUSIC

Knowing how to read is crucial to all other learning. Children love to sing! Incorporating music as a tool for teaching how to read could help improve school reading scores.

*Margaret Nichols (Olathe, KS)*

**Kansans' Open  
Forum**



# AIFKK TACTIC WORK GROUPS

- **Tactic 7.1.2:** Study local zoning and homeowner associations across the state to identify laws that adversely affect the ability to operate a child care business in residential and commercial spaces.
- **Tactic 6.1.5:** Document and address recruitment and retention challenges (includes all early childhood care and education professionals).
- **Strategy 4.2:** Promote family-friendly workplaces throughout the public and private sectors.
- **Tactic 6.1.1:** Develop recommendations to increase compensation and benefits for early childhood care and education professionals.

Reports



## TACTIC 7.1.2

**Zoning and other regulations that impact the operations of child care businesses**

**Zoning**





## WORK GROUP MEMBERS

**Kristen Alhareedi**, Sedgwick County Health Dept.

**Emily Barnes**, Kansas Action for Children

**Eldonna Chesnut**, Johnson County Dept. of Health and Environment

**Jarvis Doleman**, KS Dept. of Health and Environment

**Nick Engels**, Littles Early Learning

**Tanya Koehn**, Child Care Aware of KS

**Christie Wyckoff**, KS Children's Cabinet and Trust Fund

*Ly Tran*, Subject Matter Expert from DCF

**Zoning**



## RECOMMENDATION

The Kansas Early Childhood Recommendations Panel recommends that the Kansas Children's Cabinet and Statewide Go Team work together to heavily promote the ["Community Child Care Support Center" webpage](#) to several organizations across Kansas and activate child care providers to work with their Community Child Care Task Force/Coalitions to make changes to local zoning regulations that are more restrictive than state regulations.

**Zoning**



# BACKGROUND

With ~85k child care slots across the state of Kansas, child care providers face zoning barriers which increases the risk of child care slots declining. In turn, this affects parents who may struggle to maintain a job due to not having child care and affects businesses needing to hire reliable employees.

**Zoning**



# STUDY LOCAL ZONING AND HOMEOWNER ASSOCIATIONS

Giving child care providers and Community Child Care Task Force/Coalitions the tools to advocate for themselves and breakdown zoning regulation barriers will allow all available slots in communities in need to be used. The [“Community Child Care Support Center” webpage](#) is intended to be a resource to assist communities and child care providers to make changes to zoning regulations in their community.

**Zoning**



## ACTION STEPS

- Advertise the completed “Community Child Care Support Center” webpage in Child Care Aware’s quarterly *Kansas Child* magazine.
- Promote the completed “Community Child Care Support Center” webpage.

Zoning



## TACTIC 6.1.5

# Document and address recruitment and retention challenges for ECE professionals

- We researched several articles and websites on the topics.
- Created a document with dozens of ideas posted in no particular order

**Recruitment and  
Retention**



# WORK GROUP MEMBERS

**Nichelle Adams**, KS Dept. for Children and Families

**Sheila Hermocillo Bertelsen**, Dodge City Public Schools

**Kristina Cullison**, Frontenac Public Schools

**Lyda Fincham**, Hopeful Beginnings Counseling Services

**Amy Gottschamer**, Googols of Learning Child Dev. Center

**Kimberly Kennedy**, KS Dept. for Children and Families

**Katrina Lowry**, Russel Child Dev. Center

**Natalie McClane**, KS Dept. of Education

**Cheisa Myles**, Blessed Assurance Daycare

**Leigh Anne Neal**, USD 512 Shawnee Mission

**Patty Peschel**, KS Child Care Training Opportunities

**Dana Stanton**, Northwest KS Economic Innovation Center, Inc.

**Marie Treichel**, KS Association for Infant & Early Childhood Mental Health

**Cora Ungerer**, KS Dept. of Health and Environments

**Jateice Vieux**, USD 226 Mead

**Stephanie Wiggins**, KCCTO Infant Toddler Specialist Network

*Lisa Jeanneret*, Subject Matter Expert from DCF

## Recruitment and Retention



# SUMMARY

- We then organized a template of ideas (solutions addressing recruitment and retention) aligned by audience (Direct Care Providers, State Agencies/ Organizations, Advocacy Groups, Local Coalitions/Communities)
- Created a toolkit that would be available online. (All in for Kansas Kids (AIFKK) or Registry?)
- KCCTO members on our group were able to provide detail regarding putting the information online with the registry.
- Met with Lindsay Orion, Sara Gardner, and Rachel Sisson (KU-CPPR) to discuss putting information on AIFKK website.

**Recruitment and  
Retention**





# DECISIONS

- Currently, AIFKK is ready and available.
- The Registry is the final desirable home for the online toolkit when it is available.
  - In addition, it was suggested we encourage feedback from the workforce/communities to share back successes or lessons learned from the content of the toolkit. This will ensure the website is dynamic and the data can be fresh and updated regularly.

**Recruitment and  
Retention**



## NEXT STEPS

- We don't believe it is necessary to continue 6.1.5.
- Ongoing upkeep up of the toolkit can be managed by the staff associated with AIFKK or the Registry.
- However, we can see room to merge 6.1.5 under 6.1.1 as a unified 6.1 group.

**Recruitment and  
Retention**



## STRATEGY 4.2

**Promote Family-Friendly Workplaces  
throughout public and private sectors**

**Family-Friendly  
Workplaces**



## WORK GROUP MEMBERS

**Marites Altuna**, Kansas State School for the Blind

**Mallory Arellano**, Newman University

**Brenda Bandy**, Kansas Breastfeeding Coalition

**Dana Book**, Kansas Children's Service League

**Tanya Bulluck**, Child Start

**Kerri Falletti**, KDC-Office

**Malissa Martin**, SparkWheel, Inc.

**Bethany Samuel**, Kansas Department for Children and Families

**Tara Taylor**, USD470 Head Start

**Family-Friendly  
Workplaces**



# RECOMMENDATION

- The Kansas Children's Cabinet identified in the [2024 Needs Assessment](#) the “Need for broader reach of family-friendly workplace policies” to improve the lives of Kansas families, especially when raising young children.
- The Cabinet encourages Kansas employers to implement family-friendly workplace practices to strengthen families, businesses, and the Kansas economy. Employers can use the [Guide to Family Forward Workplaces](#) and the [Family Friendly Workplace Survey](#) to select and implement family-friendly policies best suited to their workplace.
- The Cabinet will 1) include the [Guide to Family Forward Workplaces](#) and the [Family Friendly Workplace Survey](#) on the [All in for Kansas Kids website](#) and 2) encourage partners and state agencies, such as Labor and Commerce, to help Kansas employers implement family-friendly policies using existing resources.

**Family-Friendly  
Workplaces**



## NEXT STEPS

It is suggested that the Workgroup remain in place for the next year to continue refining the “Family-Friendly Workplace” designation and social media campaign.

**Family-Friendly  
Workplaces**



## TACTIC 6.1.1

**Develop recommendations to increase compensation and benefits for early childhood care and education professionals**

**Compensation**



# WORK GROUP MEMBERS

**Bronwyn Fees**, Kansas State University

**Kelly Frantz-Langford**, TARC

**Hilary Koehn**, KS Parents as Teachers

**Karen MacCroy**, Mitchell County Partnership for Children

**Tabatha Rosproy**, KS Parent Information Resource Center

**Lisa Schmidt**, Women's Community Y Child Dev. Center

**Heather Schrotberger**, KS Head Start Association

**Logan Stenseng**, Thrive Allen County

**Cornelia Stevens**, TOP Early Learning Centers

**Amy Dean-Campmire**, KS Dept. of Health and Environment

## Compensation





## FOCUS: JULY 2023-JUNE 2024

- Finalize a working definition of quality compensation and benefits.
- Identify a benchmark for early childhood compensation.
- Explore ideas for increased access to health care coverage for early childhood care and education professionals.

**Compensation**



# FOCUS: WORKING DEFINITION

Definition from 2022-2023 6.1.1 workgroup:

- Quality workforce compensation and benefits in early childhood education (ECE) refer to a competitive pay and benefits package that meets the needs of educators, aligns with other professional fields, and ensures continual growth through quality-based metrics and incentivizing professional development.

**Compensation**



# FOCUS: WORKING DEFINITION - REFINED

Competitive compensation and benefits for Kansas early childhood professionals includes direct compensation and financial relief strategies\* reflective of both experience and credentials, aligned with the broader educational system, tied to a clear career pathway with opportunities for advancement, and backed by robust and sustainable public and private revenue streams.

\*Direct compensation could include pay/benefits such as: wages and salaries; legally required benefits; unemployment insurance; social security contributions; workers' compensation; bonuses and stipends; paid time off (vacation and sick leave); health insurance; retirement contributions; company shares; paid planning time; professional development. Financial relief strategies could include paid family leave; child care benefits; tax credits; loan forgiveness; tuition assistance; and student loan repayment

**Compensation**



# FOCUS: BENCHMARK FOR EARLY CHILDHOOD COMPENSATION

- We explored resources for existing benchmarks.
- Additionally, we reviewed and provided feedback to the Watershed compensation study.
  - Watershed was engaged by KU-CPPR to conduct a study of compensation strategies.
  - Maps high-effort, low-effort, high-impact, low-impact strategies to increase compensation.
  - Identified “big bets”: compensation base, bonuses, tax credits.
    - Includes a benchmark compensation base recommendation of \$18/hour.

Compensation



# FOCUS: INCREASED HEALTH CARE COVERAGE FOR ECE PROFESSIONALS

Identified potential strategies to investigate further as possible strategies for increasing access.

- Local chamber of commerce group plans.
- Groups plans offered by associations in other fields.
- State plans.

**Compensation**



# NEXT STEPS

- No formal recommendations for the Cabinet.
- Recommend sharing Watershed report with the benchmark compensation figure of \$18/hour as a RESOURCE for consideration.
  - Informs local and state conversations.
  - Guide decision-making for those who can direct resources to compensation.
  - Not intended as an expectation for the early childhood field to meet without additional public resources to be able to do so.
- If continuing work group 6.1.1, explore and share additional strategies and resources, plus move ahead a recommendation related to health insurance.

**Compensation**



# 2024-2025 PANEL MEETING SCHEDULE

- July 19
- August 16
- September 20
- October 18
- November 15
- December 20
- January 17
- February 21
- March 28
- April 18
- May 16
- June 20

**Upcoming Meetings**



We will welcome 42 Panel members to our 2024-2025 Panel year, 29 returning and 13 new members

# BRIGHT AND SPOTS UPCOMING MEETINGS

**\*\*Bright Spots – Panel members are invited to share\*\***

## **Reminder:** Agenda Items

- [Agenda/Resource form](#) available on Panel SharePoint Hub

## **Upcoming Meetings:**

- Children’s Cabinet and Trust Fund – August 2, 9:00 a.m. – 12:00 p.m.
  - Livestream via [KCCTF YouTube](#)
- Early Childhood Recommendations Panel – July 19, 9:00 a.m.







# Adjourn





[All In For Kansas Kids Newsletter](#)



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