

Early Childhood Recommendations Panel Kansa

MEETING AUGUST 16, 2024



CHAIR PRO TEM

Roberts Rules of Order – Absent Chairperson

A member shall call the meeting to order, and a chair pro tem shall be elected to hold office during this session.

- Nomination for Chair Pro Tem (Panel member may nominate themself)
- Motion to approve Chair Pro Tem as nominated
- Vote

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 <u>Panel Meetings</u> 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 August Agenda
- Approval of July Meeting Minutes
- Kansans' Open Forum
- Panel Member Support and Reflection
- 2024 Strategic Plan Overview
- Career Pathway Comprehensive Workforce Study
- National Breastfeeding Month Activities
- Workgroup Discussion Overview
- 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 August agenda
- Approval of July minutes
 - One correction submitted to correct spelling for Kris Nicholson's name.



KANSANS' OPEN FORUM

Kansans are encouraged to submit comments through the <u>Kansans' Open Forum Comment</u> 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.



All In For Kansas Kids

Panel Member Support & Reflection

SARA GARDNER, KU-CPPR



A WORD ON SYSTEMS CHANGE...

Elements

 Most noticeable and changes = Fewest effects

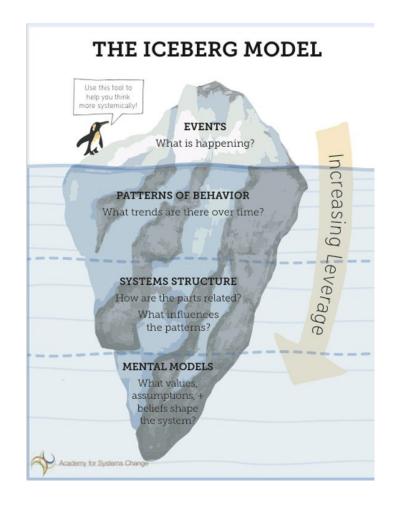
Interconnections

 Relationships and flow that hold systems together

Purpose/Function

 Least obvious and changes = drastic impact





ECCE System



Sources: Thinking in Systems by Donella Meadows & Academy for Systems Change

PANEL MEMBER REFLECTIONS

- Reflect on the early childhood-related landscape around you.
 - What issues/challenges are you seeing within your work?
 - What issues/challenges are you seeing within your community?
- Reflect on the 'Hats' you wear
 - Community Member Hat
 - Profession/Sector/Organization Role Hat
 - Passion/Know-How Hat
- Become familiar with the KS EC Governance Structure it's alive!
 - Address things at the most appropriate level
 - Utilize the expertise within our system

PANEL MEMBER SUGGESTIONS

- In-Meeting Suggestions
 - Elevate issues/challenges
 - Engage with presentations Use your Hats!
 - Engage with your work groups Use your Hats!
 - Set yourself up for between-meeting work
- Between-Meeting Suggestions
 - Be the bridge or connection point
 - Observe and listen for new ideas or issues
 - Use and share the SharePoint resources



Prompts for Action:

What questions do I have on this topic?

Where do I take this?

Who else do I know that may be impacted by or connected to this topic?

PANEL MEMBER SUPPORTS

- SharePoint site
 - Agendas and Notes
 - Prior Workgroup Notes and Resources
 - Agenda/Resource Submission Form
 - Governance Chart
 - o What else would you like here?
- All in for Kansas Kids Strategic Plan
- Post-Meeting Survey (let's try it?)
 - What part(s) of today's meeting did you enjoy?
 - What level of relevance was the meeting information for you?
 - O What topics would you like to discuss in upcoming meetings?
- Reflection Cheat Sheet (let's try it?)



How else can we can help you in your role on the Panel?



2024 Strategic Plan Overview

SARA GARDNER, KU-CPPR



ALL IN FOR KANSAS KIDS STRATEGIC PLAN

- 5-year time horizon
- Responsive to 2024 Needs Assessment
- Feedback and opportunities for input from governance groups and professionals in the field
- Deliverable for PDG B-5 Planning Grant (Awarded December 2022)
- Available Online
 - Children's Cabinet Website
 - AIFKK Website



STRATEGIC PLAN INTRODUCTION

Vision

Commitment Statement

Background

- Importance of Early Childhood
- What do Our Youngest Kansans Need (featuring NA Findings)
- Our Children's Future

Plan Framework

3 Pillars, 15 Goals, 111 Actions, Indicators of Progress



KANSAS EARLY CHILDHOOD ECOSYSTEM

What is the Kansas EC Ecosystem?

- Anchored by Blueprint for Early Childhood
- 4 state agencies provide funding and administer/manage programs across ECE
- Includes a range of positions, services, and resources to support young children and their families – supported by Thriving Communities.







STRATEGIC PLAN OVERVIEW

Ecosystem

- State and Local Collaboration to meet child and family needs
- Communities connect families to the right resources at the right time
- Use data to measure impact and improve programs
- Expand resources to help increase capacity, including public-private partnerships

Workforce

- Increase compensation and financial sustainability
- Prioritize professional advancement and development opportunities
- Grow the overall ECE workforce capacity
- Improve quality of environments and services provided by the ECE workforce

Children & Families

- Prioritize well-being and mental health of children and families
- Engage families in meaningful ways to improve programs
- Invest in the meeting the basic needs of families with young children
- Help families make informed decisions about – and access – the services their children need.



PATHWAYS TO ACTION

State-Level Opportunities

- EC Recommendations Panel
- Family Leadership Team or Family First Advisory Board
- Child Care Systems Improvement Team
- State Home Visiting Leadership Team
- Maternal Child Health Council

Take Action Locally

- Community-led Child Care Coalitions
- Local Interagency Coordinating Councils
- Family Resource Centers
- Parent Engagement Groups
- Local LiveWell or Healthy
 Community Groups
- Local Chambers



CALL TO ACTION

Maximize Investments in Early Childhood

- Establish/strengthen private sector partnerships
- Utilize flexibility in federal funding to optimize impact (braiding sources to meet priority needs)
- Make strategic, state-level investments that leverages local investments and boosts sustainability



WORKGROUP ALIGNMENT

Workgroup	2020 Plan	2024 Plan
Local Zoning	Goal 7 – Strategy 7.1.2	Pillar 1 – Goal 2, 4, 5
Family Friendly Workplaces	Goal 4 – Strategy 4.2	Pillar 1 – Goal 1, 2, 4, 5
Compensation & Benefits	Goal 6 – Strategy 6.1.1	Pillar 2 – Goal 1 (multi)
Recruitment & Retention	Goal 6 – Strategy 6.1.5	Pillar 2 – Goal 2 (multi)







Career Pathway Comprehensive Workforce Study

KCCTO



KANSAS EARLY CHILDHOOD

CareerPathway

Kansas Early Childhood Care and Education Comprehensive Workforce Study



Overview of Results

EC Recommendations Panel Date: 8/16/24



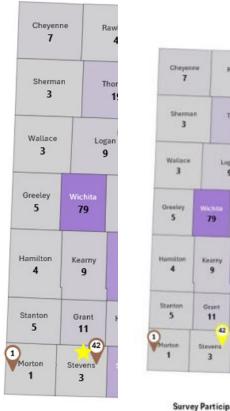




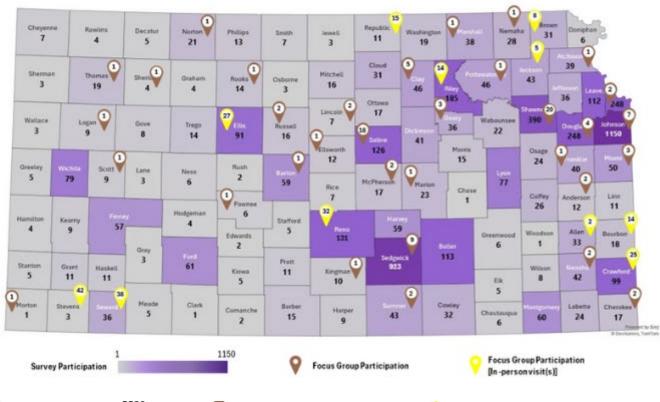




Kansas ECCE Workforce Study Participation by County



Kansas ECCE Workforce Study Participation by County



39 Focus Groups

5,623
Surveys Completed

100%

Representation from Kansas Counties

Survey Participation



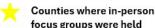














Table 1: Kansas Mixed Delivery System Workforce (N=4696)

Categories used for this report	Participants' potential responses*				
Early Intervention (Home-based and community settings) n=260 (5.5%)	An Early Intervention program for children birth to 3 in or various ECCE settings	Home Visiting program (i.e., PAT)			
Family Child Care n=1364 (29%)	A family child care setting				
Private center-based settings n=2545 (54.2%)	Child care center (the facility services children across multiple ages)	A private preschool program	A drop-in program	Summer camps	
Other ECCE settings n=488 (10.4%)	A public or school- based preschool setting	EC Program for school-age children	A Head Start or Early Head Start program	Another school district-related setting not listed here	
Other ECCE professionals (No direct services/interaction with children or families) n=39 (0.8%)	Child Care Resource & Referral	Surveyor/licensing	Trainer	Institution of Higher Education	

^{*}Note: Potential responses include survey response options and participant open-ended responses to survey response option "Another setting not listed here"



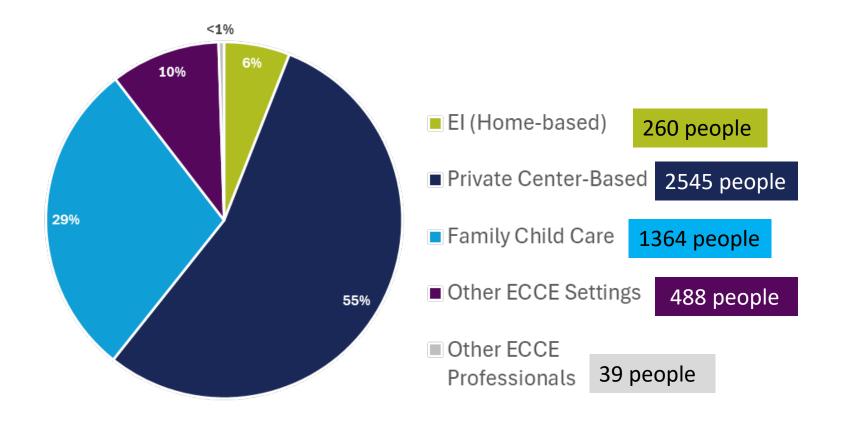


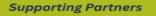






Early Childhood Care and Education Settings









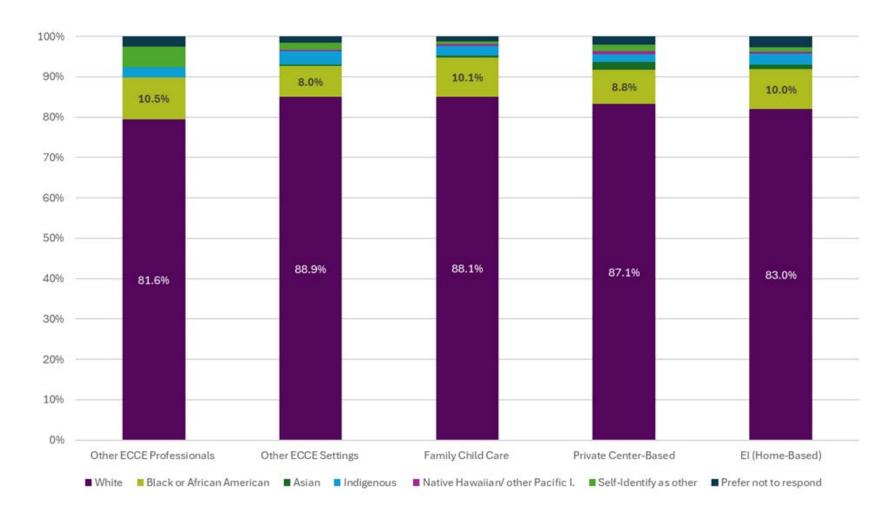








Distribution of Race by Setting







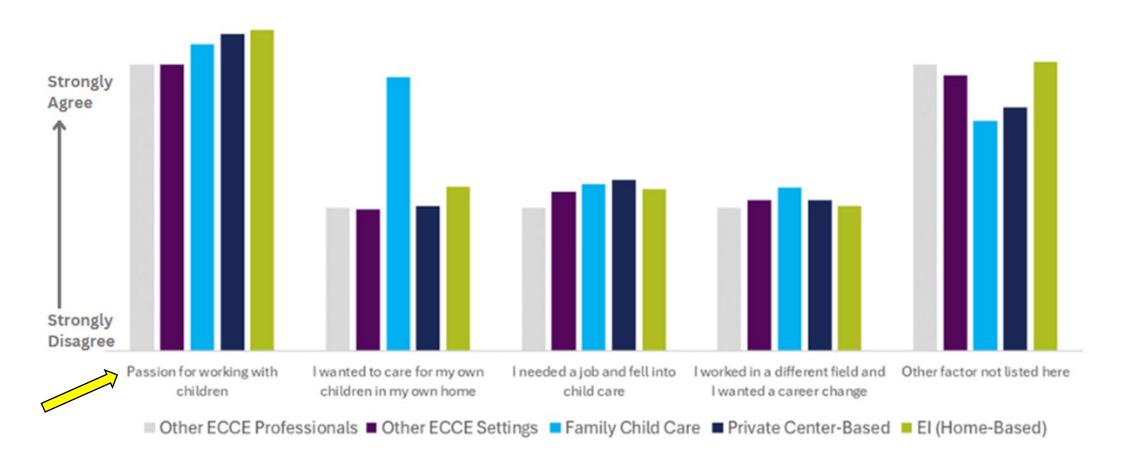








Reasons for Entering the Field















"[An EC Pathway course in high school is] actually how I got into it. Yeah, I worked for a preschool in town, and that's where I found out that I loved being with children."

Focus Group Participant



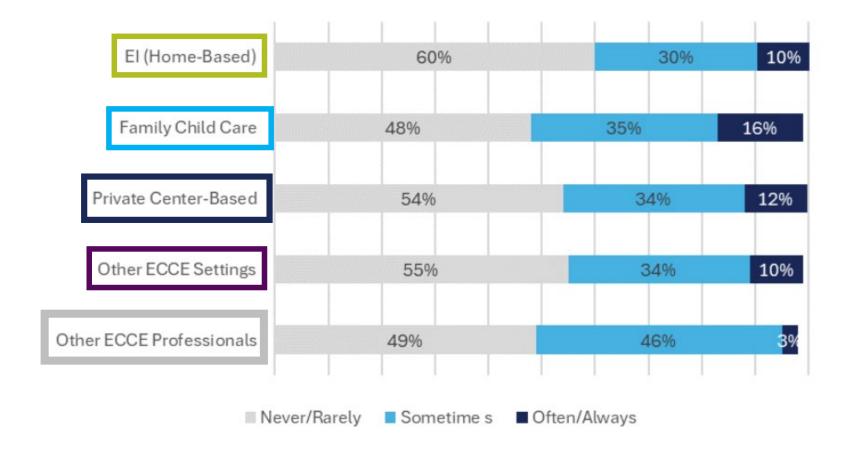








Consider Leaving the Profession by Setting



Across settings, 53% answered never/rarely to the question: "How often do you think about leaving the ECCE profession?"











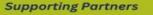


Key Finding #1 Recruitment

ECCE professionals enter the field because they are **passionate** about working with children (overall rated 4.5 on scale of 1 to 5).



- Start recruitment in middle and high school through Career and Technical Education (CTE) programs.
- Expand apprenticeship programs and mentorship opportunities.
- Recruit Black, Indigenous, People of Color (BIPOC) ECCE professionals to ensure the workforce reflects the diversity of the children they serve.















Key Finding #2

- 40 50% of ECCE professionals have a salary under \$25,000.
- Median wage for all occupations in KS is \$45,250.

	All Participants	Full Time	Part Time
Under \$15,000	24%	13%	63%
\$15,000 - \$24,999	25%	26%	21%
\$25,000 - \$34,999	20%	24%	6%
\$35,000 - \$49,999	17%	20%	3%
\$50,000 - \$74,999	8%	10%	1%
\$75,000 +	1%	2%	0.3%

Supporting Partners









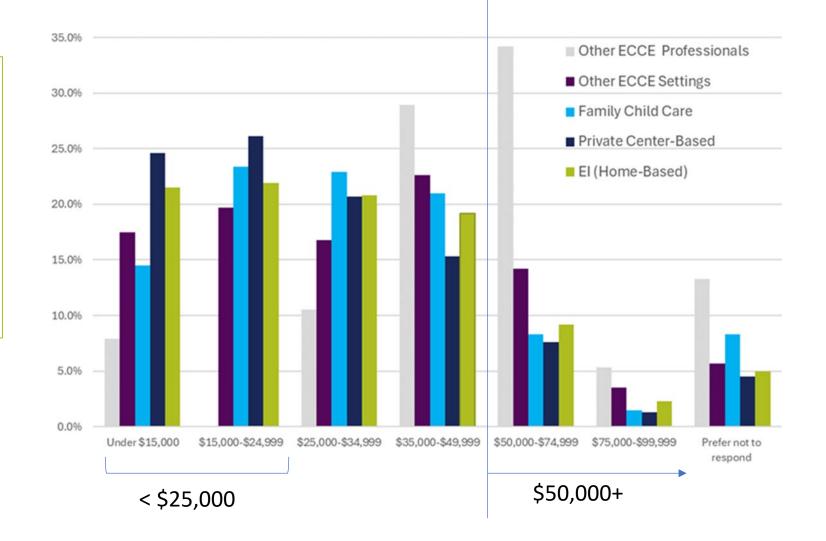


Innovation and Evaluation



Key Finding #2

- 40 50% of ECCE professionals have a salary under \$25,000.
- Median wage for all occupations in KS is \$45,250.
- 10% of ECCE professionals are earning \$50,000+.
- 20% work a 2nd job











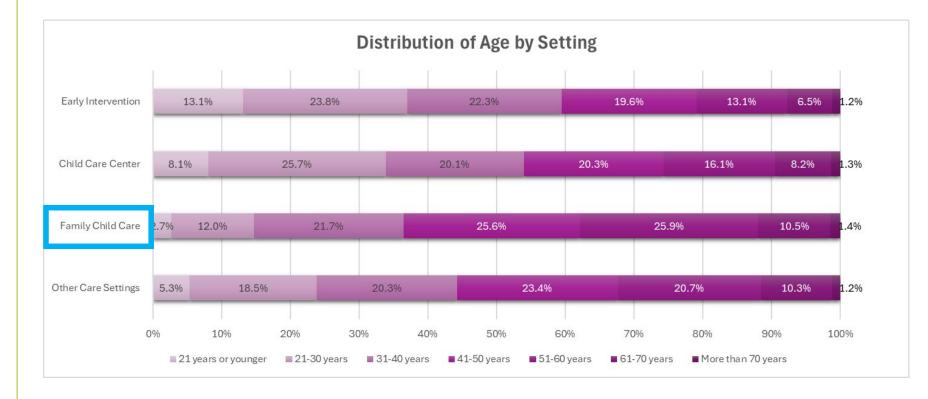


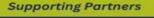
Key Finding #2 (cont.)

FCC professionals urgently need support, particularly in securing adequate salaries, benefits and retirement preparation, as many face retirement with minimal savings.

FCC professionals are:

- older (over 50% are over 40); longer in the field
- 6% have health benefits through work
- 5% have 401K

















"I know someone who had to leave the field because she needed to do something different for her next 10 years for retirement purposes. So, she needed to find a job so she could build some retirement benefits."

Focus Group Participant













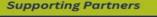
Key Finding #2 Compensation & Benefits

Low wages create severe hardships for the ECCE workforce and impacts recruitment and retention.

- 40 50% of ECCE professionals have a salary under \$25,000.
- FCC professionals are: older (over 50% are over 40); work longer in the field; 6% have health benefits through work; 5% have 401K



Prioritize a locally assessed living wage as an essential component for building and sustaining our ECCE system. Offer retirement preparation, specifically to the unique challenges of FCC professionals.











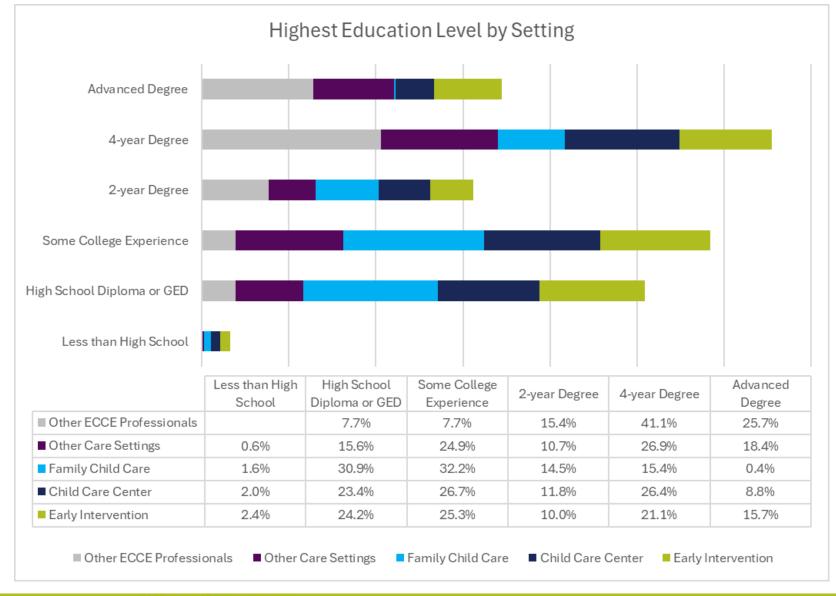




Key Finding #3

Highest level of education varies across the mixed-delivery system.

- Nearly 2/3 of FCC
 professionals have some
 college experience, 2-year, 4 year, or advanced degrees.
- El and other ECCE settings each have over 15% of professionals with advanced degrees.















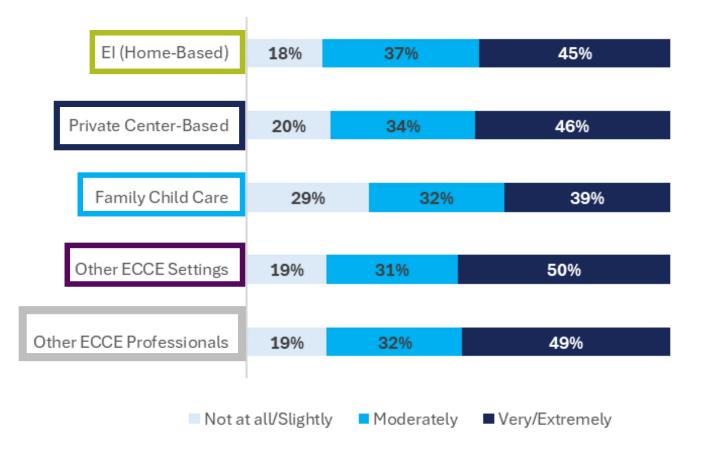
Key Finding #3 (cont.)

Overall, nearly 2/3 show a moderate to extreme interest in advancing their degree. However, focus groups were divided citing lack of return on investment.

Barriers:

- Finances
- Time
- Logistics

Interest in Advancing their Degree









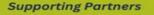






"The reason I did go back to school to get my bachelor's, and people are going to think this is funny, is because I wanted to prove to myself that I could do it, for one, and for two, to prove to my children that . . . You're never too old to learn."

"I get emails, I feel like, every other day about a KCCTO class or a free training here, or my surveyor sending me this, or ...It's pretty easy to find training, but as far as advancing my degree, I've only probably had one course that's been like, "Here you can take this course and advance your degree."













Key Finding #3 Higher Education and Professional Development

Highest level of education varies across the mixed-delivery system. Nearly 2/3 of FCC professionals have some college experience, 2-year, 4-year, or advanced degrees. Overall, nearly 2/3 show a moderate to extreme interest in advancing their degree. However, focus groups were divided citing lack of return on investment.



- Institutions of higher education and professional development entities must tailor courses and education to meet the unique demands of the mixed-delivery system.
- Provide more scholarships to support training, certifications, and advancing their degrees.











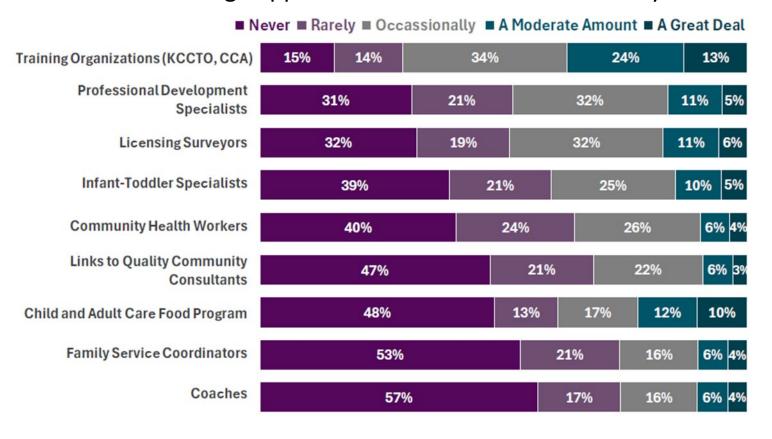


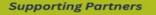


Accessing Support Entities within Cross-Sector System

Key Finding #4

1/3 to 2/3 of ECCE professionals reported "never" consulting with 8 of the 9 entities that offer support.















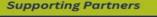


Key Finding #4 Supports for ECCE Workforce

ECCE professionals in Kansas provide care and education to young children and families within a complex, mixed-delivery system and need supports across agencies/departments.



Intentionally build a more cohesive and collaborative cross-sector system of supports for professional preparation and advancement of the ECCE workforce.















What's Next?

We believe in transparency and the power of shared knowledge.

Efforts to strengthen the ECCE workforce in Kansas will fall short without your voices



Supporting Partners











Stay Connected

Your ongoing input and engagement are crucial as we move forward with implementing the strategies informed by this study. We encourage you to stay connected and continue sharing your experiences and suggestions.

Visit: https://kccto.org/ecce-workforce-study

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Kansas Child Care Training Opportunities (KCCTO)
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Supporting Partners















National Breastfeeding Month Activities

BRENDA BANDY, KANSAS BREASTFEEDING COALITION

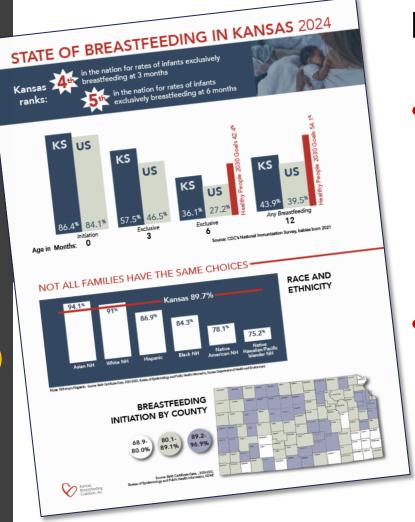


National Breastfeeding Month



STATE OF BREASTFEEDING IN KANSAS 2024

OVER 90% OF FAMILIES IN KANSAS CHOOSE TO BREASTFEED



Kansas now ranks:

- 4th in the nation for rates of infants exclusively breastfeeding at 3 months.
- 5th in the nation for rates of infants exclusively breastfeeding at 6 months.

Happy Kansas Breastfeeding Month!



NATIONAL BREASTFEEDING MONTH



Indigenous Milk Medicine Week August 8-14

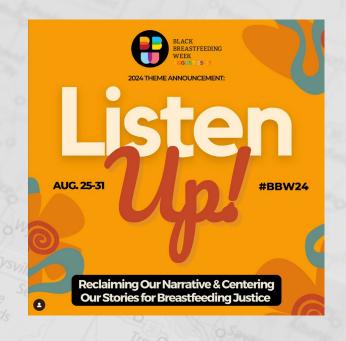


Asian American Native
Hawaiian and Pacific Islander
Breastfeeding Week
August 15-21

Telling Our Own Stories. Elevating Our Voices.



Black Breastfeeding Week August 25-31



Workplace Lactation
Week
September 1-7



Latina/x Breastfeeding Week September 3-9





Kansas' most trusted child care resource.

Child Care Aware® of Kansas is recognizing child care providers that provide support to breastfeeding families and employees through the *Breastfeeding Friendly Child Care Designation*.

Accepting Applications Now!



Access the application at https://ksbreastfeeding.org/wp-content/uploads/2021/03/BFCCD-Application.pdf

Breastfeeding Friendly Child Care Criteria



Environment



Policies



Parent Information



Staff Education



Employee Support



Environment



Breastfeeding Friendly Books & Toys https://ksbreastfeeding.org/wp-content/uploads/2024/04/Breastfeeding-Books-Toys-KBC-8.2021.pdf



Display clings





Policies

We Care for Breastfeeding Babies

Sample Breastfeeding Policy in Child Care Settings

Because breastfeeding has been shown to be the superior form of infant nutrition, providing a multitude of health benefits to both infant and mother, and because breastfeeding employees need ongoing support from childcare providers to provide their milk for their babies. <<Childcare Center Name>> subscribes to the following policy.

- 1. Breastfeeding mothers shall be provided a place to breastfeed or express their milk.

 Breastfeeding mothers, including employees, shall be provided a private and sanitary place to breastfeed their babies or express milk. This area provides an electrical outlet, comfortable chair and nearby access to running water.
- 2. A refrigerator will be made available for storage of ending mothers and employees may store their exprefrigerator. Mothers should provide their own containers, center will follow guidelines from the American Academy Control in ensuring that breast milk is properly treated to not required in handling human milk.

Access at https://ksbreastfeeding.org/cause/child-care-provider-education/

Infant Feeding Plan



As your child's caregivers, an important part of our job is feeding your baby. The information you provide below will help us do our very best to help your baby grow and thrive. This form must be filled out for all children under 15 months old.

Birthday:mm/dd/yyyy	
Yes	No
Yes	No
Yes	No
	Yes

TO BE COMPLETED BY PARENT:

At home, my baby drinks (check all that apply):

Mother's milk from (circle)

TO BE COMPLETED BY TEACHER:

Clarifications/Additional Details:



Parent Information



Resources for Parents

Order at https://ksbreastfeeding.org/supply-form/

Feeding Tips for Breastfed Babies

Handling Human Milk

- Store milk in small amounts (1-4 ounces), labeled with baby's full name and date collected
- · Store milk in back of refrigerator or freezer
- . Thaw milk in refrigerator or in a bowl of lukewarm water
- Warm milk by using warm, not hot, water (never microwave)
- Never refreeze thawed milk

Type of Human Milk	Countertop 77°F (25°C) or colder (room temperature)	Refrigerator 40°F (4°C)	0°F (-18°C) or colder
Freshly Expressed or Pumped	Up to 4 Hours	Up to 4 Days	Within 6 months is best Up to 12 months is acceptable
Thawed, Previously Frozen	1–2 Hours	Up to 1 Day (24 hours)	NEVER refreeze human milk after it has been thawed
Leftover from a Feeding (baby did not finish the bottle)	Use within 2 hours after the baby is finished feeding		

From CDC website https://www.cdc.gov/breastfeeding/recommendations/handling_breastmik.htm

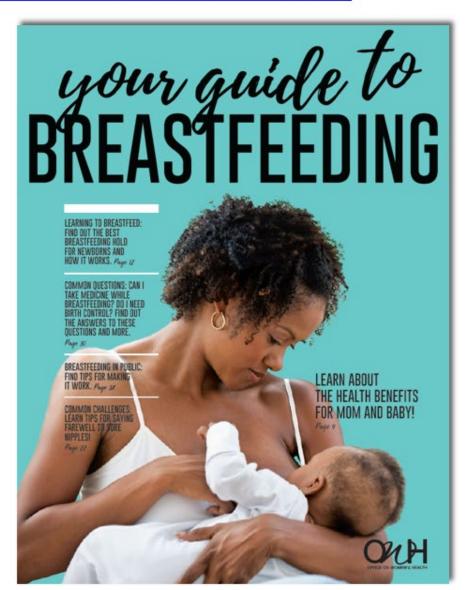
Note: Storage guidelines in the child care setting may be different

Feeding the Breastfed Baby

- Breastfed babies may eat more often; every 1.5-3 hours
- Watch for hunger cues: turning head from side to side, sucking, hand movements toward face, smacking lips
- . A crying baby is in distress and may need something other than food
- · Feed small amounts of milk (1-2 oz.), adding more as needed
- Feed slowly with frequent pauses and the bottle horizontal
- Slow flow nipples are recommended



For breastfeeding support: Call 800-944-9662 or visit ksbreastfeeding.org/local-resources/



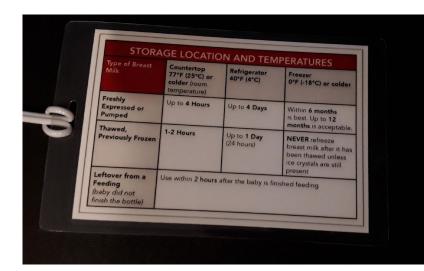
Breast Pump Bag Tag

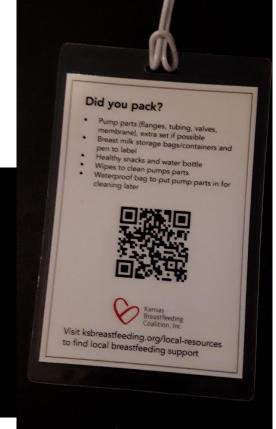
Parent Education & Outreach

Find Your Community's "Lifeguards"













Staff Education

How to Support Breastfeeding Mothers & Familiesⁿ

FREE each month through KCCTO Available in-person and in Spanish







Remarks from Childcare Providers

We didn't know not to use the leftover breast milk from the first feeding.

I did not know that breastmilk was categorized as a food and not a bodily fluid. I always thought that you would have to use gloves when handling breastmilk. Providing them a comfy place to nurse and encourage them to do so as much as possible.

I think that is powerful to know that 3 generations have been lost of breast feeding mothers.

Children are very curious about everything but it may be difficult to get them to understand in the beginning. I think finding children's books for them to read about animals and how they are fed would really help.

I would say for me it would be not warming the bottle in a crockpot, I was unaware of the dangers. So I will be taking this information to my boss and encourage them to change the way we warm the breastmilk.

The first thing I will do when I get back to daycare is practice paced bottle feeding! It seems easy enough, but I think I will need to practice it a little before I get the hang of it. I am excited to be able to fully recognize and understand certain eating patterns for infants, and I want them to feel understood in my care.

Seeing sample Breastfeeding Policy ideas, I did not have a very informative policy on file so this will help me to implement a better one.

Understanding that breastfed babies normally drink fewer ounces than formula fed babies, and that is stays pretty constant. Older babies don't need more breastmilk.

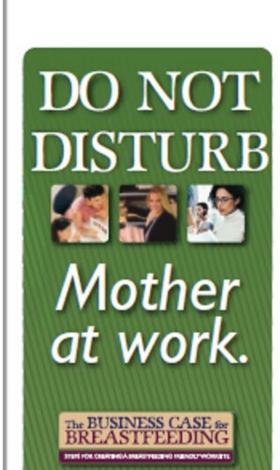
When I was working full time teaching the caregivers to pace feed was a game changer!
All of the sudden, I had enough milk, baby was not resisting feedings, and no more vomiting after eating. The upright position was HUGE!!!





Employee Support





The Business Case for Bransfership is a national tritiative of the U.S. Department.

of Health and Human Service, Health Requirem and Services Administrations. Maternal and Critic Health Barrens, and the 18-5 Office on Warren's Health Comm.

Remained by Coulties is a partiest to this national beliation.



Dtd you know?

- You will need to pump about every 2-3 hours while away from your child.
- You should not pump in a bathroom it's not sanitary.
- Your baby needs about 1 oz. of breast milk for each hour you are apart. For most mothers, that's only 8-9 ozs. each day!
- A quality electric breast pump is important

 contact your insurance company or local
 health department about getting one.

For Breastfeeding Support:

- Contact your Local WIC office they offer support and breast pumps. View a map here - <u>http://www.kansaswic.org/</u> families/WIC county map.html
- Local Breastfeeding Resource Directory search for support by zip code at http://ksbreastfeeding.org/local-resources/

For Workplace Support:

- Kansas Breastfeeding Coalition
 Workplace Resources visit http://ksbreastfeeding.org/cause/bustness-case-for-breastfeeding/
- WIC Going Back to Work visit https://wicbreastfeeding.fns.usda.gov/going-back-to-work





FREE from the KBC

Order at

https://ksbreastfeeding.org/supply-form/



Join the KBC Child Care Section

Meets online

3rd Tuesday of odd # months from 12-1 pm

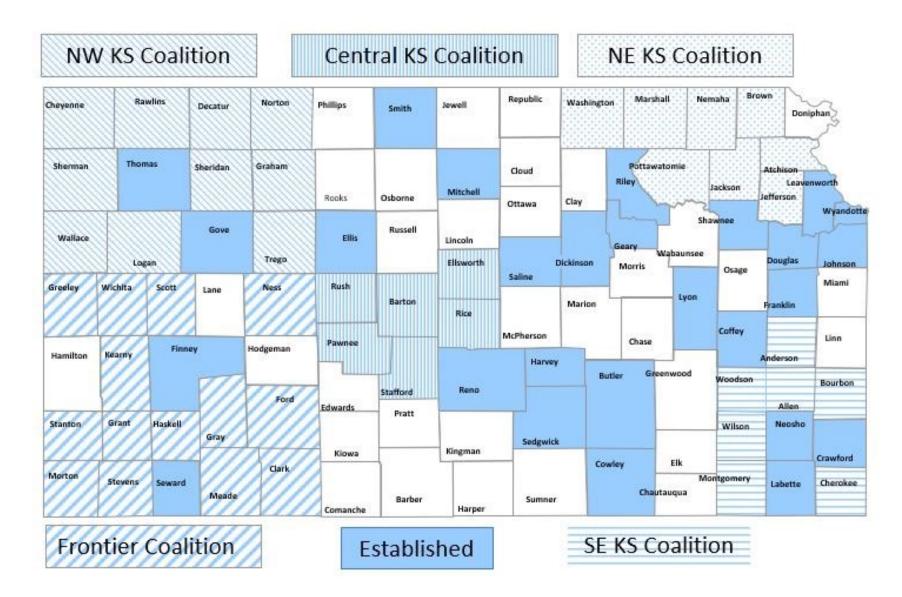
<u>Click HERE to register</u>

Chair: Kris Nicholson



Connect with Local Breastfeeding Coalitions

https://ksbreastfeeding.org/local-coalitions/



Thank You!

Together, we can build a community that supports breastfeeding families.

Questions? Ideas?
Contact Brenda Bandy, IBCLC
bbandy@ksbreastfeeding.org







Workgroup Discussion Overview

CHAIR PRO TEM



AIFKK WORK GROUP DISCUSSION

Overall Objective/Purpose of Workgroups

- Dive into issues and challenges in alignment with Strategic Plan Actions
- Leave it better than you found it!
 - Formal Recommendation to the Cabinet <u>OR</u> Identifying and Elevating Existing Efforts <u>OR</u> Increasing Knowledge/Awareness on the Topic <u>OR</u> Supporting or Making Connections at the Appropriate Level

Goals for Today

- Brainstorm issues and challenges
- Become familiar with Work Group norms

Goals



AIFKK WORK GROUP DISCUSSION

Discussion Group 1:

- Locally Driven Solutions to Local Challenges
- Leveraging Diverse Partnerships
- (Former Panel Workgroups on Local Zoning and Family-friendly Workplaces)

Discussion Group 2:

- Workforce Recruitment and Retention
- (Former Panel Workgroups on Compensation and Retention Strategies)

Today's Workgroups



AIFKK WORK GROUP DISCUSSION

Discussion Prompts

- Discuss the bridges between work groups ending and new Strategic Plan
- What topics/issues need additional focus? What are new topics/issues that are most important to you?
- Is someone willing to serve as work group co-lead?

Next Steps – before September Panel Meeting

- Email Lindsay with topic/issue for new Panel work groups plus alignment with Strategic Plan.
- Come to September meeting prepared to approve topics, identify co-leads, and begin working group efforts.

Today's Workgroups



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:

- Early Childhood Recommendations Panel September 20, 9:00 a.m.
- Children's Cabinet and Trust Fund October 4, 9:00 a.m. 12:00 p.m.
 - Livestream via <u>KCCTF YouTube</u>





Adjourn





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