Transition and Collaboration

- Vision to build a unified, comprehensive early childhood system with programs under one cabinet-level agency

- Early childhood programs and services successfully transferred from the Colorado Department of Human Services and the Colorado Department of Education

- Close collaboration with CDHS, CDE, CDPHE, HCPF, and CDHE on implementing programs and aligning services utilized by children birth through 5 and their families, as well as the early childhood workforce
OUR MISSION

To ensure the delivery of a comprehensive, community-informed, data-driven, high quality and equitable early childhood system that supports the care, education and well-being of all Colorado’s young children, their families and early childhood professionals in all settings.

OUR VISION

All Colorado children, families, and early childhood professionals are valued, healthy and thriving.

OUR VALUES

Equity
Family and Community Focused
Excellence
Innovation
Strengths-Based
CDEC Strategic Goals

**Goal 1**: Expand Access to Early Childhood Services

**Goal 2**: Invest in Colorado’s Early Childhood Workforce

**Goal 3**: Strengthen Families

**Goal 4**: Build a Sustainable Early Childhood System

**Goal 5**: Use Resources in Ways that Maximize Impact

**Goal 6**: Use Data to Inform Decisions and Drive Action

**Goal 7**: Build and Nurture a Workplace Culture of Excellence

**Goals 1-3: Mission-Driven Goals**: The work CDEC must accomplish to achieve its mission.

**Goals 4-7: Foundational Goals**: What CDEC must accomplish to achieve the Mission-Driven goals.
How CDEC Does Performance Management

Strategy
An ongoing, iterative process

Strategic Planning
Roadmap

Project Management
Projects and Activities

Performance Management
Data and Results

The Why and What
- Mission, Vision, Values
- Long Term Goals and Objectives (3-5 year)
- Performance Plan (SMART Act Requirement)
- Annual Review Process

The How, Who, and When
- Short Term Strategies and Projects (1-2 years)
- Resources
- Risks
- Dependencies

How we know we did what we said we would do
- Metrics (WIGs, Lead Measures, etc.)
- Ongoing Data Collection
- Regular Reporting and Evaluation
- Continuous Improvement
CDEC Wildly Important Goals (WIGs): SFY 2023-2024
July 1, 2023 - June 30, 2024

WIG #1: Universal Preschool Family Satisfaction
Increase the Universal Preschool family uptake rate by 5%, from 59% in school year 2023-2024 to 64% in school year 2024-2025 by June 30, 2024

WIG #2: Universal Preschool Provider Satisfaction
Retain 94% of Universal Preschool providers from the 2023-2024 school year to the 2024-2025 school year by June 30, 2024.

WIG #3: Infant and Toddler Child Care Capacity
Increase the infant and toddler (0-36 months) licensed child care capacity by 5% by June 30, 2024.

WIG #4: Early Childhood Workforce
Increase the number of qualified early childhood professionals working in licensed child care settings available for children under five years old by 4% by June 30, 2024.
Increase the Universal Preschool family uptake rate by 5%, from 59% in school year 2023-2024 to 64% in school year 2024-2025 by June 30, 2024

**Background & Context**

- This goal will increase equitable access to the Universal Preschool Program and ensure that participating families are satisfied with the program. Measuring family uptake helps CDEC evaluate family satisfaction, understanding that if families are satisfied, more will enroll in subsequent years.
- A 5% increase would result in 40,575 matched children, up from 36,969.
- The enrollment process for the second year of Universal Preschool is estimated to begin in February 2024. Data will be available in Spring 2024.
### 4 Year olds Enrolled through January 8th payment

<table>
<thead>
<tr>
<th>Hours</th>
<th>Total Awards</th>
<th>Percent of Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 hours</td>
<td>9,115</td>
<td>62%</td>
</tr>
<tr>
<td>15 hours</td>
<td>26,558</td>
<td></td>
</tr>
<tr>
<td>30 hours</td>
<td>3,492</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>39,165</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Provider Type</th>
<th>4 Year Olds Served by Provider Type</th>
<th>Providers by Provider Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>School District Site</td>
<td>21,432 (55%)</td>
<td>704 (39%)</td>
</tr>
<tr>
<td>Community Provider</td>
<td>16,969 (43%)</td>
<td>877 (48%)</td>
</tr>
<tr>
<td>Family Child Care Home</td>
<td>764 (2%)</td>
<td>229 (13%)</td>
</tr>
<tr>
<td>Total</td>
<td>39,165</td>
<td>1,820</td>
</tr>
</tbody>
</table>
39,165 Four Year Olds Receiving Universal Preschool

“Our family’s experience with Colorado’s Universal Preschool has been wonderful thus far. Applying was quick and easy. We are thrilled that UPK works in tandem with our child’s Individualized Education Program to keep our childcare/school costs low while supporting our local program.”

Alex Willis
Leadville, Colorado
WIG 2 - Universal Preschool: Provider Satisfaction

Retain 94% of Universal Preschool providers from the 2023-2024 school year to the 2024-2025 school year by June 30, 2024.

Background & Context

- This goal will ensure that participating providers are satisfied with the Universal Preschool program. If providers are satisfied, they will continue participating in subsequent years; this measure will also help inform on how to best support participating providers.
- Data will be available in Spring of 2024.
"Universal preschool has been a support to me in allowing me to retain 4-year-olds in my family child care program as a preschool. I have lost students when they are 4 years old in the past because I lacked the funding to offer full tuition to those families. UPK has allowed me to be competitive and have the funding I need so I can pass that benefit on for the family. It has also helped me to afford to stay in the family childcare business."

Jennifer Reyelts
Academy de las Estrellas (A Dual Language Preschool in Garfield County)
Local Coordinating Organizations

Local Coordinating Organizations (LCOs) coordinate Universal Preschool locally. This includes supporting families in navigating enrollment, tracking and reporting on seat availability in preschools, and communicating with and supporting providers.

LCOs support providers by:

- Hosting monthly meetings to provide consistent information and updates to providers and to identify provider concerns to elevate to CDEC
- Execute Technical Assistance Plan goals developed based on specific community needs. Technical Assistance Plans include supports for the early childhood workforce and engagement to support provider retention.
### Enrollment and Matching Process
- Streamlined enrollment that supports ease-of-access for families and providers

### Online Application System
- Families can apply through a single, easily accessible application. Providers can promote their unique programs and reach a wider audience of potential students.

### High-Quality Programming
- Support all providers to deliver high-quality preschool that prepares children for kindergarten, supports healthy development, and engages families.

### Full-Day Hours Allocation
- Children who are low-income and have an additional qualifying factor have access to full-day hours and are notified earlier in the process.

### Data Collection and Availability
- Data is collected and shared to identify program gaps and drive decision making.

### Communications
- Clear, consistent, and frequent communications to ensure families, providers, LCOs, AUs, and partners are informed and engaged.

### Supporting Children with Disabilities
- Children with disabilities can seamlessly access the Universal Preschool Program
Office of Program Delivery

Division of Early Learning Access and Quality

Supports Colorado children with new and innovative approaches to achieving school readiness; safe, stable, and nurturing environments; and resilience in early childhood. Administers the Colorado Child Care Assistance Program.

Division of Early Learning, Licensing, and Administration

Leads in planning and implementing public child care policy in compliance with federal and state regulations. Responsible for licensing and monitoring approximately 5,000 child care facilities in Colorado.

Division of Early Childhood Workforce

Leads in honoring, professionalizing, and growing early care and education professionals to ensure we recruit and retain a diverse, well-compensated, highly competent, and thriving Early Childhood Educator workforce across Colorado communities.

Division of Community and Family Support

Provides families and communities across Colorado with the resources needed to support young children to thrive. Organized into four units: Early Childhood Mental Health; Early Intervention Colorado; Family Strengthening; and State Systems Building Initiatives.
Increase the infant and toddler (0-36 months) licensed child care capacity by 5% by June 30, 2024.

**Background & Context**

- This goal will help to meet the high infant and toddler licensed child care demand across Colorado. Access to infant and toddler child care has been heavily impacted by limited affordability and availability due to the shortage of early childhood professionals.
- A 5% increase in capacity would result in 1,829 new infant and toddler child care slots.
- SFY 23-24 is the third year CDEC is tracking this WIG, set initially as a Lead Measure for increasing birth to five-year-old child care capacity by the Early Childhood Working Group in SFY 21-22.

**Infant and Toddler Child Care Capacity: SFY 23-24**

*The decrease in capacity between October and November 2023 is due to a change in data methods, rather than a true decrease in capacity.*
Emerging & Expanding Grant

Provides funding to cover expenses related to the expansion of current program capacity or the opening of a new child care program. Priority is given to those with infant and toddler capacity.

- FY 2021-22: 5,459 new slots were created across 37 counties
- Second round of funding launched in 2023 and will last until FY 2026
- As of December 2023, 170 applications have been approved, creating 1,873 new slots

Employer-Based Child Care Facility Grant

Offers financial assistance to eligible employers to construct, remodel, renovate, or retrofit a child care center to provide licensed child care services on- or near-site to its employees.

- 26 grants across 17 counties
- $15.4M awarded
- 2,314 child care slots estimated to be opened
- 288 total educators and at least 50 staff estimated to be hired
<table>
<thead>
<tr>
<th>Entity (Grant Rounds 3 and 4)</th>
<th>Industry</th>
<th>Geographic Region</th>
<th># of children to receive services</th>
<th># of educators hired (estimate)</th>
<th># of staff hired (estimate)</th>
<th>Colorado Shines Rating*</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECC SLV</td>
<td>Nonprofit</td>
<td>Alamosa County (San Luis Valley)</td>
<td>160</td>
<td>25</td>
<td>6</td>
<td></td>
</tr>
<tr>
<td>Garfield RE-2</td>
<td>Government</td>
<td>Garfield County</td>
<td>68</td>
<td>13</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Mountain Family Health Center</td>
<td>Nonprofit</td>
<td>Garfield County</td>
<td>20</td>
<td>4</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Sedgwick County</td>
<td>Government</td>
<td>Sedgwick County</td>
<td>69</td>
<td>11</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Copper Mountain</td>
<td>Nonprofit</td>
<td>Summit County</td>
<td>48</td>
<td>13</td>
<td>3</td>
<td>License Pending</td>
</tr>
<tr>
<td>Weld Family Cares</td>
<td>Nonprofit</td>
<td>Weld County (Greeley)</td>
<td>54</td>
<td>10</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Auraria Early Learning Center</td>
<td>Nonprofit</td>
<td>Denver</td>
<td>180</td>
<td>16</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Community of Caring</td>
<td>Nonprofit</td>
<td>Teller County</td>
<td>43</td>
<td>8</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Confluence Center</td>
<td>Nonprofit</td>
<td>Mesa County</td>
<td>59</td>
<td>10</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Hope House</td>
<td>Nonprofit</td>
<td>Jefferson County</td>
<td>108</td>
<td>26</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Huerfano County School District</td>
<td>Government</td>
<td>Huerfano County</td>
<td>10</td>
<td>6</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Town of Basalt</td>
<td>Government</td>
<td>Eagle County</td>
<td>48</td>
<td>5</td>
<td>0</td>
<td></td>
</tr>
</tbody>
</table>

* Sites without a Colorado Shines Rating are not yet licensed.
Colorado Child Care Assistance Program

Helps families that are homeless, working, searching for work or in school find low-income child care assistance. In FY 2022-23, 25,864 children utilized CCCAP.

Performance is measured by the number of children served and in high quality care. The program improves delivery by utilizing an evidence-based decision making framework, implementing strategies to improve access, and developing policies that reduce access barriers for families. Access strategies include:

- Increasing provider rates and developing an alternative rate methodology to align with the true cost of care
- Reimbursing infant and toddler providers based on enrollment rather than attendance
- Increasing the number of paid absences
- Lowering the maximum family co-pay from 14% to 10%
Increase the number of qualified early childhood professionals working in licensed child care settings available for children under five years old by 4% by June 30, 2024.

- This goal will help meet child care needs across Colorado by ensuring we have the qualified early childhood professionals to support both the existing and necessary expansion of child care capacity.
- A 4% increase would grow the workforce from 24,151 to 25,117 professionals (+966).
WIG 4 - Early Childhood Workforce

Increase the number of qualified early childhood professionals working in licensed child care settings available for children under five years old by 4% by June 30, 2024.

Background & Context

- SFY 23-24 is the third year CDEC is tracking this goal, set initially by the Early Childhood Working Group in SFY 21-22.
- CDEC increased the workforce by 19.8% (+4,025) between July 2020 and September 2023.
Division of Early Childhood Workforce

Takes the lead for the State in honoring, professionalizing, and growing early care and education professionals to ensure that we recruit and retain a diverse, well-compensated, highly competent and thriving Early Childhood workforce across all Colorado communities.
### WIG 4: Qualified Early Childhood Professionals

Increase the number of qualified early childhood professionals working in licensed child care settings available for children under five years old by 4%, from 24,151 to 25,117, by June 30, 2024. *(Reporting Frequency: Quarterly: Sept, Dec, Mar, Jun)*

<table>
<thead>
<tr>
<th></th>
<th>Baseline n</th>
<th>Baseline %</th>
<th>Target %</th>
<th>Target n</th>
<th>Impact</th>
<th>Nov. 2023 Perf.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>24,151</td>
<td>N/A</td>
<td>4%</td>
<td>25,117</td>
<td>+966</td>
<td>24,350</td>
</tr>
<tr>
<td>Nov. 2023 Perf.</td>
<td>24,350</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+199 from baseline (Sept. 2023)</td>
</tr>
</tbody>
</table>

### Lead 4.1: Culturally Appropriate Training and Support

Increase child care workforce by 946 by improving access to culturally and linguistically appropriate information, training, and support between July 1, 2023 and June 30, 2024. *(Reporting Frequency: Quarterly: Sept, Dec, Mar, Jun)*

<table>
<thead>
<tr>
<th></th>
<th>Baseline n</th>
<th>Baseline %</th>
<th>Target %</th>
<th>Target n</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>24,151</td>
<td>N/A</td>
<td>4%</td>
<td>25,097</td>
<td>+946</td>
</tr>
<tr>
<td>Nov. 2023 Perf.</td>
<td>+179</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Lead 4.2: Prior Learning Assessment (PLA) Program

Pilot the Prior Learning Assessment (PLA) program to increase the number of early childhood professionals working in licensed child care settings by 20 between July 1, 2023 and June 30, 2024. *(Reporting Frequency: Quarterly: Sept, Dec, Mar, Jun)*

<table>
<thead>
<tr>
<th></th>
<th>Baseline n</th>
<th>Baseline %</th>
<th>Target %</th>
<th>Target n</th>
<th>Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>0</td>
<td>N/A</td>
<td>&lt;1%</td>
<td>24,171</td>
<td>+20</td>
</tr>
<tr>
<td>Nov. 2023 Perf.</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Lead 4.3: Teacher Compensation Pilot

Retain at least 80% of the early childhood professionals participating in the Early Childhood Teacher Compensation Pilot program each month. *(Reporting Frequency: Monthly)*

<table>
<thead>
<tr>
<th></th>
<th>Baseline n</th>
<th>Baseline %</th>
<th>Target %</th>
<th>Target n</th>
<th>Impact</th>
<th>Nov. 2023 Perf.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baseline</td>
<td>329</td>
<td>N/A</td>
<td>80%</td>
<td>263</td>
<td>0</td>
<td>92% (303 of 329)</td>
</tr>
<tr>
<td>Nov. 2023 Perf.</td>
<td>23</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>(Nov. 2023)</td>
</tr>
</tbody>
</table>
Family, Friend, and Neighbor Support

- Launched the legislatively-mandated Friend, Family, and Neighbor (FFN) Advisory Council
  - Advises on regulations, policies, funding, and procedures
  - 25 members, majority of whom are FFN providers
- Contracting with a vendor to administer professional training, support, and mini-grants to FFN providers statewide
Division of Community and Family Support

Delivers 24 programs that focus on meeting young children’s needs in the places that they spend their time, beyond child care and preschool.

Early Intervention

Provides developmental support and services for children from birth through two years of age who are referred due to a suspected developmental delay or disability.

Family Strengthening

Administers 13 home visiting and family support programs focused on building protective factors among children, families and communities.

Early Childhood Mental Health

Strengthens adult-child relationships and engages families and child care providers in children’s learning and development.
Stimulus Funding Implementation

Quarterly updates can be viewed at: https://coforward.colorado.gov
Received over $700 million in stimulus funding to address pandemic recovery needs and advance efforts to strengthen Colorado’s early childhood sector.

Worked with providers, families, and stakeholders to identify key priorities.

Developed 45 stimulus-funded activities in three areas.
CDEC FY 2024 - 25 November 1 Budget Requests

FY 2024-25 Budget Request Snapshot (November 1)

FY 2024-25 Total Funds: $74,435,375
FY 2024-25 General Fund: $23,918,706
FY 2024-25 FTE: 46.4
CDEC FY 2024 - 25 Budget Priorities

- $28.7M for Universal Preschool Program provider payments and additional hours
- $1M for Universal Preschool Program online resource bank
- $2.8M for Universal Preschool Program Local Coordinating Organizations support
- $3.26M for Universal Preschool Program informational technology system
- $21.1M in federal funding for Colorado Child Care Assistance Program supports

- $6.7M to develop early child care professionals, retain preschool staff, ensure proper training, sustain funding for Early Childhood Council navigators, and increased provider rates

- $4.0 M to expand the universal, voluntary home visiting Family Connects Program
- $1.1M to support caseload increases in Early Intervention Program

Foundational Investments:
$5.7M for operational resources, staffing, and technology for successful financial, policy, and program implementation
## Additional Non-Appropriated Federal Funds

<table>
<thead>
<tr>
<th>Federal Grant Program</th>
<th>FFY 2024 Award</th>
<th>Purpose</th>
<th>Statutory Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternal, Infant and Early Childhood Home Visiting (MIECHV) Grant</td>
<td>$9,100,783</td>
<td>Supports pregnant people/parents who live in communities that face greater risks and barriers to achieving positive maternal and child health outcomes.</td>
<td>42 USC § 711(C)</td>
</tr>
<tr>
<td>Head Start Collaboration Grant</td>
<td>$125,000</td>
<td>For Head Start entities that carry out activities designed to benefit low-income children from birth to school entry, and their families.</td>
<td>42 USC 9801 ET SEQ</td>
</tr>
<tr>
<td>Family Support through Primary Prevention (FSPP) Grant</td>
<td>$750,000</td>
<td>Reduce child maltreatment and improve family well-being for Colorado families ages prenatal to 5</td>
<td>42 USC 5101, Sec. 106(a)</td>
</tr>
<tr>
<td>Preschool Development Grants Birth to Five (PDG B-5)</td>
<td>$5,291,007</td>
<td>For efforts of mixed delivery system and maximize the availability of high-quality early childhood care and education options for low-income</td>
<td>42 USC 9858</td>
</tr>
<tr>
<td>Healthy Marriage and Responsible Fatherhood (FIRE) Grant</td>
<td>$1,495,808</td>
<td>For fathers to sustain healthy relationships, work toward financial well-being, and reinforce responsible parenting through skills-based parent and co-parent education workshops.</td>
<td>Section 403(a)(2) of SSA Act 42 USC § 603a2</td>
</tr>
<tr>
<td>Retention/Recruitment of Early Intervention Professionals</td>
<td>$233,052</td>
<td>Recruitment of EI direct service providers and provide professional development opportunities for existing providers.</td>
<td>2 CFR PART 180</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$17,251,250</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Legislative Agenda

The Department respectfully requests the General Assembly consider legislation on the following:

- **Bilingual Licensing:** Requires CDEC to ensure that child care licensing services be available in Spanish and establish a Bilingual Licensing Unit. The bill appropriates ongoing funding to staff the Bilingual Licensing Unit and one-time funding to enhance the child care licensing mobile application Spanish capabilities.

- **Imagination Library of Colorado Transfer:** Transfers the authority, along with current levels of program funding, for the Imagination Library of Colorado from the Colorado Department of Education to CDEC.
Regulatory Agenda

Report of Rules Promulgated in 2023

- Emergency Adoptions: 6
- Permanent Adoptions: 17

Anticipated Rules for Promulgation in 2024

- Proposed New Rules: 5
- Proposed Revised/Repealed Rules: 8
Equity Action Plan

● Undertaking an equity audit of all programs, services, and policies to inform an Equity Action Plan

● Equity work embedded in operations and program delivery:
  ○ Hired an Equity, Diversity, and Inclusion Director
  ○ Tribal Liaison engages with tribes to ensure tribal needs and concerns are met with responsive services
  ○ Supporting culturally and linguistically responsive supports to the diverse early childhood workforce
THANK YOU.

Questions?
More Information

To view monthly updates on Wildly Important Goals and corresponding lead measures, please visit the Governor’s Dashboard.

For more information on additional Department goals and context, view our FY 2023-24 Performance Plan.