



COLORADO

Department of Early Childhood

**Department of Early Childhood
2023 SMART Act Hearing
January 13, 2023
Joint Education Committee**

Dr. Lisa Roy, Executive Director

CDEC Vision and Mission

Vision

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

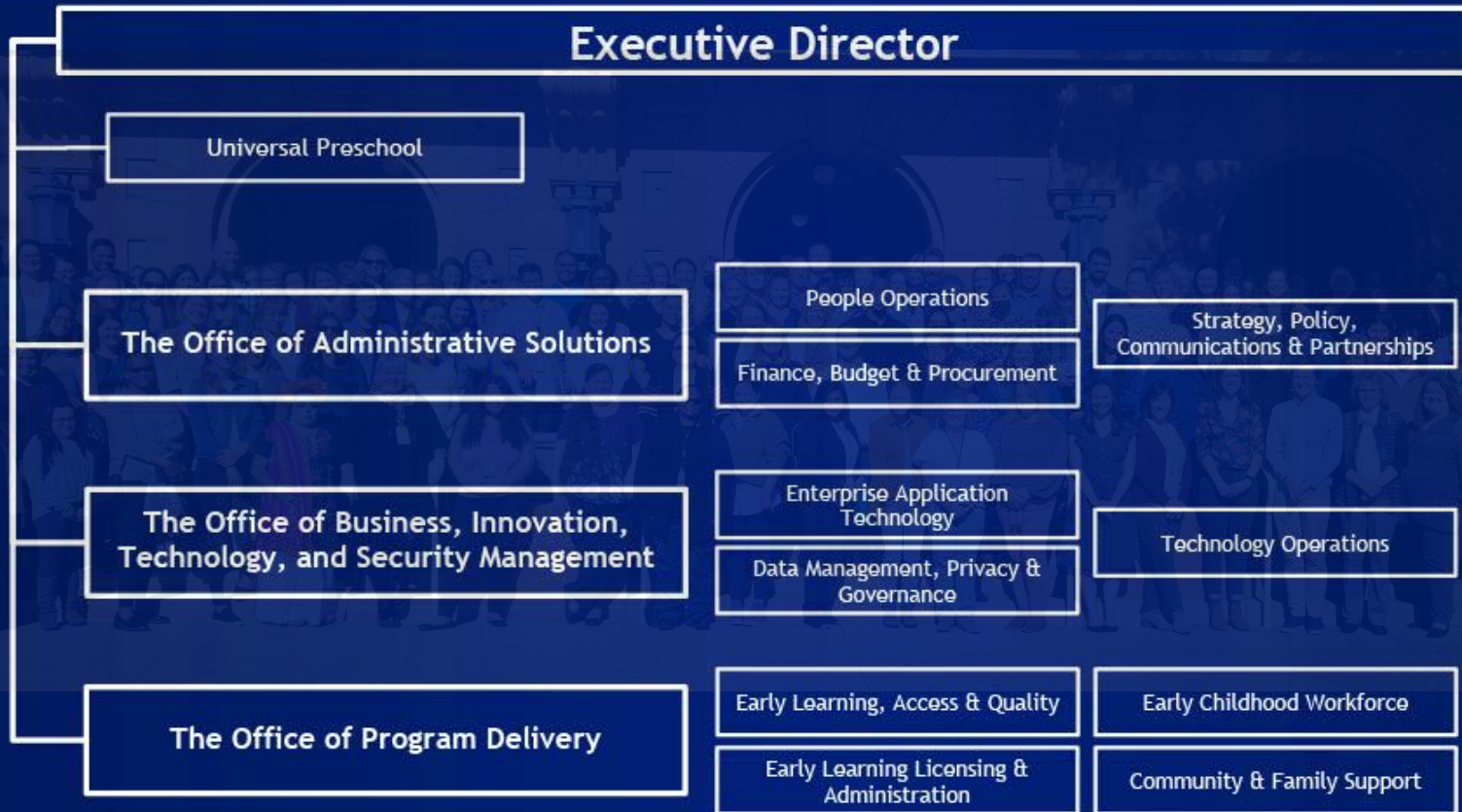


Mission

The Colorado Department of Early Childhood ensures the delivery of an **inclusive, community-centered, data-driven, high quality, and equitable** early childhood system that supports the **care, education, and well-being** of all Colorado's young children, their caregivers, and early childhood professionals in all settings.



CDEC Organizational Structure



CDEC Leadership

Office of Business Innovation, Technology, and Security Management (BITS)

- **Colleen Lynn** - Business Product Director

Office of Administrative Solutions

- **Tom Massey** - Chief Administrative Officer
- Division of People Operations
 - **Naomi Gonzales** - Human Resources Director
- Division of Finance, Budget, & Procurement
 - **Jeanni Stefanik** - Chief Financial Officer
- Division of Strategy, Policy, Communications & Partnerships
 - **Karen Fox Elwell** - Division Director

Division Universal Preschool (UPK)

- **Dawn Odean** - Division Director

Office of Program Delivery

- **Mary Alice Cohen** - Deputy Executive Director/Division Director
- Division of Early Learning Access & Quality
 - **Jesse Burne** - Division Director
- Division of Early Childhood Workforce
 - **Rebecca Vlasin** - Division Director
- Division of Community & Family Support
 - **Kendra Dunn** - Division Director
- Division of Early Learning Licensing & Administration
 - **Carin Rosa** - Division Director

Equity, Diversity, and Inclusion (EDI)

EDI Strategies

(completed simultaneously with the EDI assessment)

- Language justice translation services and coursework
- Developing partnerships, professional development opportunities, and accessible career pathways for the early childhood workforce
- Development of Strategic Plan with equity as one of its five values

Specific EDI Work

- Hiring of EDI and Tribal consultants
- Development of EDI performance metrics including development of Action Plans
- EDI Baseline Auditing
- Development of EDI resource dashboard
- Alignment of CDEC plan with DPA
- Integration of EDI early childhood best practices

FY 2022-23 CDEC WIGs and Priorities

Universal Preschool Cabinet Member WIG

Implement the comprehensive strategic plan to deliver ten hours of universal, voluntary preschool to all Colorado children in their year before Kindergarten by July 1, 2023.

Technology Cabinet Member WIG

Implement the application portal, including a single universal pre-k application, by January 2, 2023.

Capacity Working Group WIG

Increase statewide licensed child care capacity for children ages birth to five by 5 percent from 153,075 to 160,729 by June 30, 2023.

Workforce Working Group WIG

Ensure there are enough diverse and qualified early childhood professionals to provide care and education to children birth to five by increasing the workforce by a total of 11.6 percent from 21,167 to 24,130 by June 30, 2023.

Cabinet WIG 1 → Operationalization of the Universal Preschool Program

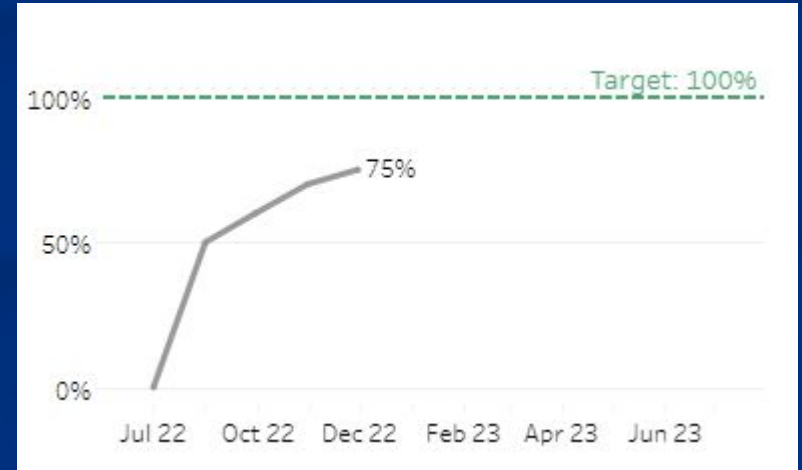
WIG: Implement the comprehensive strategic plan to deliver 10 hours of universal, voluntary preschool to all Colorado children in their year before kindergarten by July 1, 2023.



Trend: Progress is moving forward and ahead of schedule. The team has been established, planning is in progress, and has been shared with stakeholders.



Why this matters: Successful completion of this goal will ensure we have implemented a quality universal preschool model in Colorado that prioritizes family voice and choice and emphasizes the value of a mixed delivery system.



Goal: 25%
Team established

Goal: 50%
Planning in progress

Goal: 75%
Shared with stakeholders

Goal: 100%
Initial finalization of plan

Operationalization of the Universal Preschool Program: Lead Measures

Lead Measure 1

Develop comprehensive UPK Quality Standards, with representative input from stakeholders, by July 1, 2023



Team established

Next step is to complete draft standards

Lead Measure 2

Generate formula for calculating child rate for Universal Preschool by July 1, 2023



Accomplished!

Per-child rates have been established

Lead Measure 3

Execute agreements with Local Coordinating Organizations (LCOs) identified through the application and selection process by July 15, 2022



Accomplished!

LCO agreements have been established

Lead Measure 4

Determine an identity-resolution plan to align unique identifiers from Universal Preschool by July 2023



Initial Research Conducted

Next step is to determine individuals to involve in plan

UPK Rulemaking & Eligibility

Qualifying Factors

- Qualifying factors (QF) for children in the year-before-kindergarten to receive additional hours, or, for 3 year-olds to receive services:
 - Low-income household defined as 270% of the 2023 Federal Poverty Level (FPL)
 - Dual language learner
 - Individualized Education Program (IEP)
 - Currently in foster care or non-certified kinship care
 - Homelessness

Eligibility

- All children in the year-before-kindergarten (4 year-olds)
 - Half-Day @ 15 hours per week
- All 3 and 4 year-olds with disabilities
 - In accordance with their IEP
- Year-before-kindergarten (4 year-old) with a qualifying factor
 - Full-Day @ 30 hours per week
- 3 year-olds with a qualifying factor
 - Part-Time @ 10 hours per week



Office of Business, Innovation, Technology, & Security Management

Objective

- CDEC BITS will review, manage, and optimize our technology investments so that they yield the highest benefit to the CDEC Users and the individuals of our State.
- We will also be innovative and break barriers to inclusivity and interoperability across the Early Childhood landscape.

Approach and Guiding Principles

Our approach is to optimize service through technology solutions that are:

- **Affordable**
- **Sustainable**
- **Adaptable**
- **Accessible**
- **Secure**
- **Productive**



Cabinet WIG 2 → User-Friendly Application for UPK

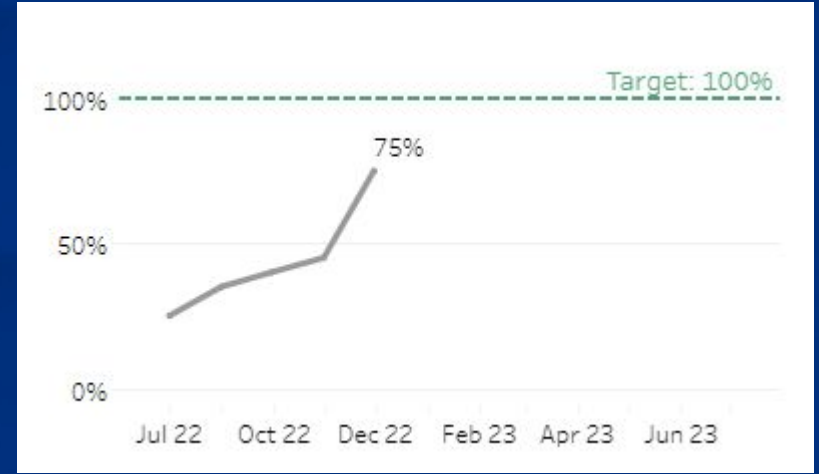
WIG: Implement the application portal, including a single universal preschool application, by January 17, 2023



Trend: Progress is moving forward and ahead of schedule. A vendor has been secured and under contract and almost all Requirements are gathered, application sprints are in motion, and the Minimum Viable Product (MVP) is ready for deployment in January 2023.



Why this matters: In order to ensure all children in Colorado have the opportunity to learn in a high quality environment the year before Kindergarten, there needs to be a technology system to support Universal Preschool.



Goal: 25%

Vendor secured and under contract

Goal: 50%

All requirements are gathered and application sprints in motion

Goal: 75%

MVP ready for deployment in January 2023

Goal: 100%

Application portal fully implemented including single UPK application



User-Friendly Application for UPK: Lead Measures

Lead Measure 1

Continue to **utilize the technology advisory group**, made up of end users such as parents and providers, until January 2023 to help inform the user experience needs of the application

Lead Measure 2

Execute a **contract for a UPK application technology solution** to build the application with a focus on a high quality user interface and seamless parent and provider portals

Lead Measure 3

Convene a **representative testing group** made up of actual users, prior to launch. This group will **test** the application once it has been built, **recommend updates**, and ensure the application has a **human-centered design**.

Lead Measure 4

Identify and document **data governance** for the Universal Preschool program application

- Advisory group convened
- Incentives determined
- Solicited feedback on underlying UPK tech

Accomplished!

Contract executed

- Testing group has been created and convened
- Backend testing complete
- Selecting User Interface / User Experience vendor

- Hiring data privacy officer in mid-January
- Will lead formalizing data governance for the department

Office of Business, Innovation, Technology, & Security Management

Departmental Operations

- Transitioning Departmental IT systems from CDHS to CDEC
- Developing data dictionaries across organization
- Developing dashboards for strategic decision making
- Working to separate real time billing from CDHS
- Ongoing agile enhancements to existing applications

Comprehensive Analysis - HB22-1295

Contracting for eight week engagement with vendor to work with CDEC teams to write scope of work for Comprehensive Analysis, which will drive the Early Childhood Integrated Data System (ECIDS) and the Unified Application approach across Early Childhood.

Filling the Team

Hired:

- Data Management, Privacy & Governance Unit Manager
- Enterprise Applications Operations Supervisor

Working to Hire:

- Business Technology Innovation & Operations Unit Manager
- Data Sharing/Privacy Officer

Still Need to Hire:

- Data Quality Analyst
- UPK Data Analyst



Office of Program Delivery

Division of Early Learning, Access and Quality (DELAQ)

DELAQ supports Colorado children with new and innovative approaches to achieving school readiness, safe, stable and nurturing environments, and resilience in early childhood.

The Division's strategic focus consists of increasing access to affordable, high-quality early learning environments.

Division of Early Learning, Licensing and Administration (DELLA)

DELLA is the State's lead in planning and implementing public child care policy in compliance with federal and state regulations.

The Division is responsible for the licensing and monitoring of approximately 5,000 child care facilities in Colorado, including child care centers, preschools, family child care homes, neighborhood youth organizations, and children's resident camps.

Division of Early Childhood Workforce (DECW)

DECW 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 Educator (ECE) workforce across all Colorado communities.

Division of Community and Family Support (DCFS)

DCFS helps to provide families and communities across Colorado with the resources needed to support young children to thrive.

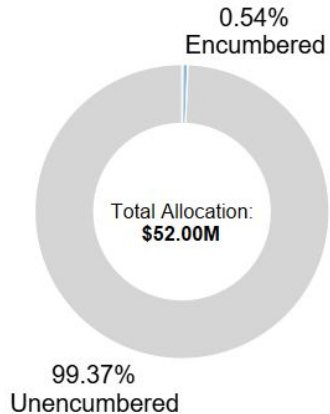
DCFS is organized into four units: Early Childhood Mental Health, Early Intervention Colorado, Family Strengthening, and State Systems Building Initiatives.



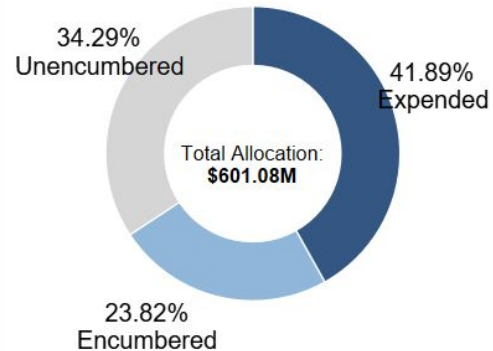
Stimulus Money Implementation

Overall Spending Status - CDEC

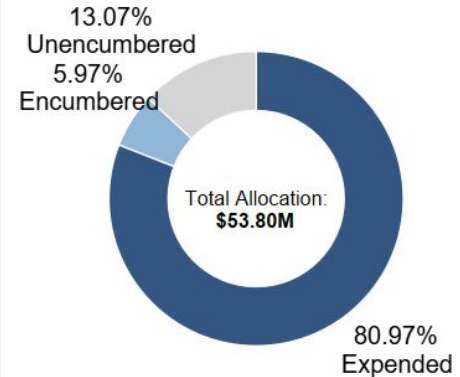
ARPA State & Local Fiscal Recovery Funds (SLFRF)



ARPA Direct to Agency Awards (DAA)



State Stimulus



Quarterly updates can be viewed at: <https://coforward.colorado.gov>



Stimulus Money Implementation

Access

Ensure all families have equitable and easy access to high quality early care and education services.

Workforce

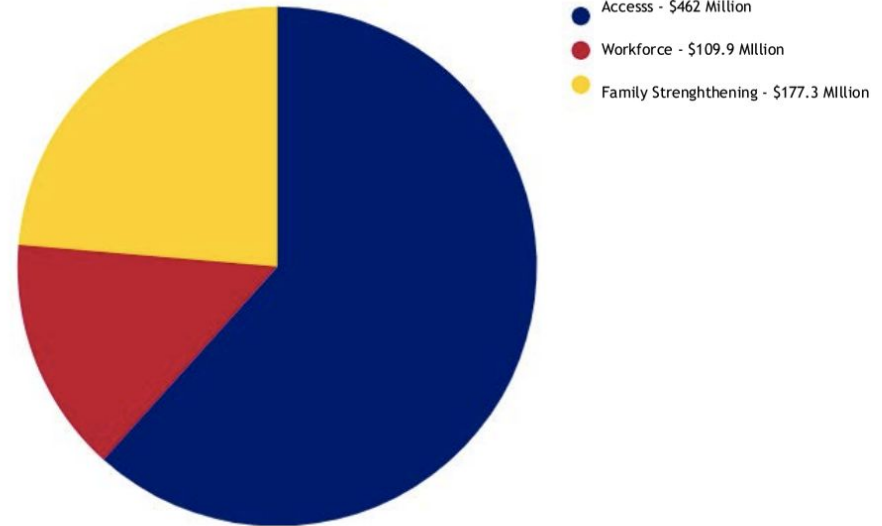
Support the early care and education workforce to expand the number of educators in the state and equip them with the tools they need.

Family Strengthening

Provide communities and families with the support they need so children have a healthy environment in which to thrive.

Percentage of Spending Breakdown

Access, Workforce, and Family Strengthening Totals

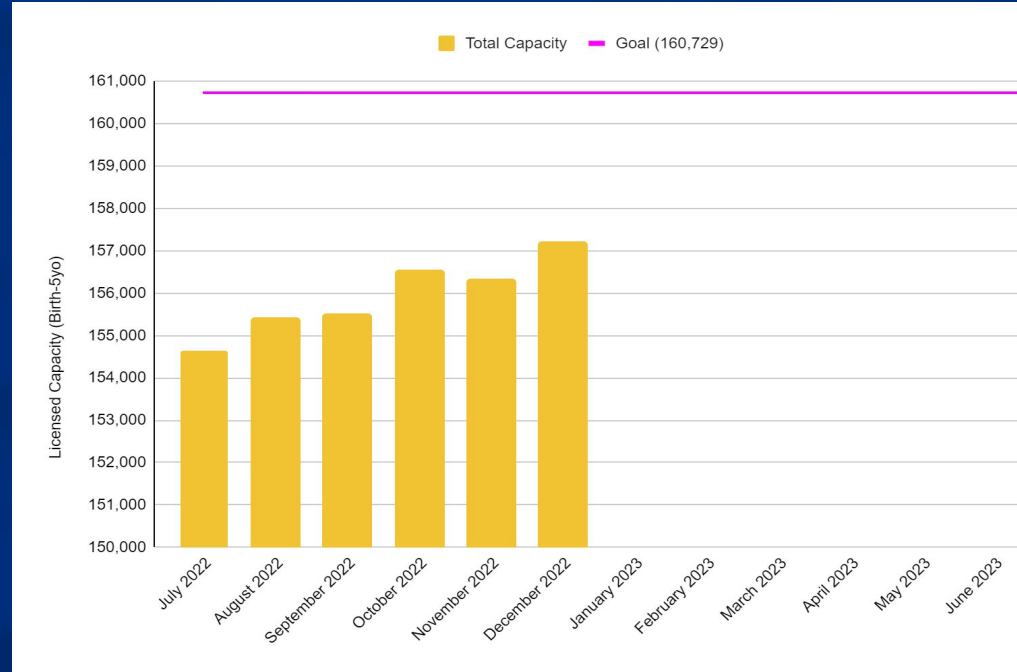


Working Group WIG 1 → Access: Increase Child Care Capacity for Ages Birth to Five

WIG: Increase statewide licensed child care capacity for children ages birth to five by 5 percent from 153,075 to 160,729 by June 30, 2023.

- On track for surpassing our goal to increase licensed child care capacity for children ages birth to five.

**3,531 seats
away from
CDEC Goal of
160,729 seats**

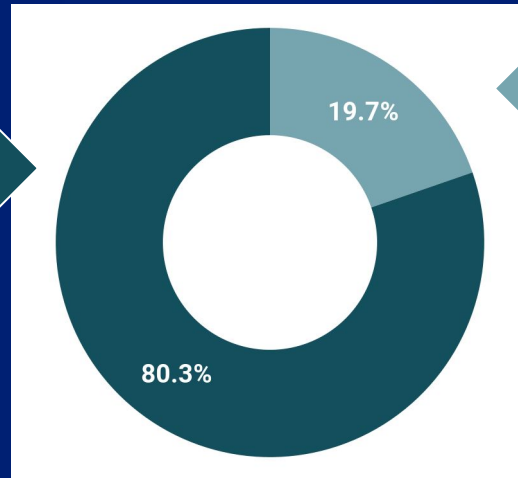


Stabilization Work

\$214 million in American Rescue Plan Funding (ARP) funding awarded to
3,809 providers through Stabilization Grants

Operations Grants
\$172,143,981

- Support operating expenses so providers can **keep their doors open**
 - Facility costs like rent, mortgage, utilities
 - Health and sanitation expenses (PPE)
 - Personnel costs



Workforce
Sustainability Grants
\$42,279,912

- Support workforce **retention** and **recruitment**
 - Improve staff compensation
 - Improve staff benefits
 - Provide employee health, mental health resources
 - Support staff professional development

As of June 6, 2022



Office of Program Delivery Access Work

Access



Emerging and Expanding Grants

Created to expand access and availability of licensed child care throughout Colorado. Priority is given to programs in underserved communities, childcare deserts and for infant and toddler capacity.

Cohort 1: \$10 million awarded to 262 programs resulting in an increase in capacity of 5,459 new child care slots.

- Awarded programs span 47 counties of which 148 were centers and 115 home providers
- Within the total capacity increase, 1,643 slots were for Infants and Toddlers

Cohort 2: \$11 million will be available for application effective January, 2023.

Office of Program Delivery Access Work

The CIRCLE grants will provide nearly \$23 million in grants to pursue innovative solutions to challenges worsened by the pandemic. Grants will support projects to make child care more affordable; fill gaps in infant and toddler care; strengthen providers' financial stability; boost workforce preparation; and contribute to the health and learning of all children, including those with special needs and dual-language learners.

Grant Allocations as of November 2022:

- \$21.5 million in CIRCLE grants have been awarded
- 227 awards have been granted across 52 counties
- Last round of 21 awards will soon be completed by CDEC vendor, Early Milestones Colorado

Access

CIRCLE GRANTS

*Funding Innovative
child care solutions in
response to challenges
underscored by the
COVID-19 pandemic*



Office of Program Delivery Access Work

Access

Employer-Based Child Care Facility Grant

The purpose of this grant is to provide financial assistance to employers to allow them to construct, remodel, renovate, or retrofit a child care center to provide licensed child care services on or near site to its employees.

Grant Allocations as of November 2022:

- \$7.6 million awarded in the first two cohorts
- \$10 million to be committed by December 30, 2024
- 14 grantees, serving 1,365 children
- New sites include hospitals, school districts, ski resorts, affordable housing and other innovations
- Approximately 141 EC educators and 21 EC staff will be hired
- One entity has achieved a Level 2 Colorado Shines Quality Rating; Four entities are rated at Level 1



Employer-Based Child Care Facility Specifics

Entity	Industry	Geographic Region	# of children to receive services (estimate)	# of educators hired (estimate)	# of staff hired (estimate)	Colorado Shines Rating
City of Grand Junction	Government	Mesa County	40	20	0	Level 2
Clear Creek School District	Nonprofit	Clear Creek County	66	13	7	
Colorado School of the Mines	Government	Jefferson County	104	0	0	
Community Hospital	Nonprofit	Mesa County	100	0	0	Level 1
Custer County Schools	Nonprofit	Custer County	35	6	0	Level 1
Eagle County School District	Nonprofit	Eagle County	290	41	5	
Fuel & Iron Realty (Full Plate)	For-Profit	Pueblo County	45	0	0	
Health Solutions	Nonprofit	Pueblo County	76	2	2	
Longmont (Support Partners)	Government	Boulder County	212	0	0	
Mile High United Way	Nonprofit	Denver Metro	58	10	2	
Monte Vista School District	Nonprofit	Monte Vista (Rio Grande County)	25	5	0	Level 1
Steamboat Ski & Resort Corp.	For-Profit	Routt County	26	8	0	Level 1
Vail Valley Foundation	Nonprofit	Eagle County	168	12	3	
YMCA of Northern Colorado	Nonprofit	Boulder County	120	24	2	

Working Group WIG 2 Workforce → Diverse & Qualified Child Care Workforce

WIG: Ensure there are enough diverse and qualified early childhood professionals to provide care and education to children birth to five by increasing the workforce by a total of 11.6 percent from 21,167 to 24,130 by June 30, 2023.



Trend: Reporting on this annually at the end of the 22-23 state fiscal year.



Why this matters: Successful completion of this goal will help to meet child care needs across Colorado by ensuring we have the qualified early childhood professionals to support the necessary expansion of child care capacity.

Early Childhood Workforce Overview



Professional Learning and Development

Workforce

Targeted Scholarships Awarded as of Dec 2022:

- T.E.A.C.H. Early Childhood® Colorado Scholarship Program (123 recipients)
- CDA Credential supports (161 participants active and/or completed)
- Apprenticeships funded (38 apprentices)
- Free Courses: ECE 101/103 (3,126 recipients)

Total Number of Awards = 3,448 to early childhood educators



Living Wage and Compensation

Workforce



- Loan Forgiveness (134 working educators awarded \$233,333)
- Teacher Salary Increase Pilot (314 lead/asst teachers to receive wage increases for pilot)
- Teacher Peer Mentorship (30 working educators participating)
- ECEP Tax Credit Eligibility (9,898 new credentials awarded since June 2021 with 27% identifying as Latinx/Hispanic)

Access and Belonging



Workforce

Family, Friends and Neighbors (FFN) Supports Program

- FFN Administrator onboarding to begin on January 17, 2023
- Launch FFN State Advisory Council
- Training grant solicitation in draft form
 - Grant will provide professional development opportunities for providers



Community and Family Support Overview

CDEC partners with families and organizations to meaningfully and equitably engage, support, and empower families and communities to promote children's overall development, learning, and well-being.

The Division of Community and Family Support houses 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 Unit (EI)



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.

- The Early Intervention unit serves approximately 12,000 infants and toddlers annually.
- Early Intervention Colorado includes:
 - Referral and Intake
 - Eligibility Evaluations
 - Responsibility for the evaluations moved from the Colorado Department of Education on July 1, 2022
 - Eligibility definition broadened on January 1, 2023
 - Service Coordination
 - Direct Services
 - Workforce retention and expansion



Family Strengthening Unit

Provides services focused on building protective factors that prevent adverse childhood experiences. The unit includes:

- Home Visiting Team funding seven evidence-based home visiting programs across the state.
 - **Last year, CDEC was able to expand services with stimulus funding in accordance with the Colorado Home Visiting Investment Plan.**
- Family Support Team comprised of eight programs designed to prevent child abuse and neglect through parenting and economic security supports. Also, houses the network of family resource centers.



Early Childhood Mental Health Unit



The Early Childhood Mental Health (ECMH) Unit strengthens adult-child relationships and engages families in children's social emotional learning and development. The unit includes:

- ECMH Consultation
- ECMH Support Line
- The Incredible Years
- Child First
- Training on Trauma Informed Approaches for providers and families

Office of Administrative Solutions

People Operations

- HR, Employee Development, and Facilities/Operations for CDEC
- Spearheads much of our Equity, Diversity, Inclusion, and Belonging work
- Department's Emergency Action Plan & Continuity of Operations Plan

Finance, Budget & Procurement

- Includes our Finance, Contracts & Procurement, Stimulus \$, Budget, and Audits & Compliance Units
- Responsible for budget development, tracking fiscal progress and needs, and so much more

Strategy, Policy, Communications & Partnerships

- Includes the Rules Advisory Council, Family Voice Council, and Early Childhood Leadership Commission
- Leads CDEC Strategic Planning process



Rulemaking and Regulatory Agenda

Rules Advisory Council (RAC)

- Consultation and advice in promulgation of rules
- Covers functions, programs, and services of CDEC
- 15 members from a wide range of perspectives and expertise regarding early childhood and family support services

The [2023 Regulatory Agenda](#) will guide rulemaking work of CDEC

2022 Rules

- Annual Federal Poverty Level (FPL) & State Median Income (SMI) updates
- UPK eligibility, factors, and additional hours
- Rate-setting for UPK
- Early Intervention (EI) eligibility

2023 Incoming

- 18 proposed rules
- Covers all divisions & programs
- Includes transfer of rules from CDHS



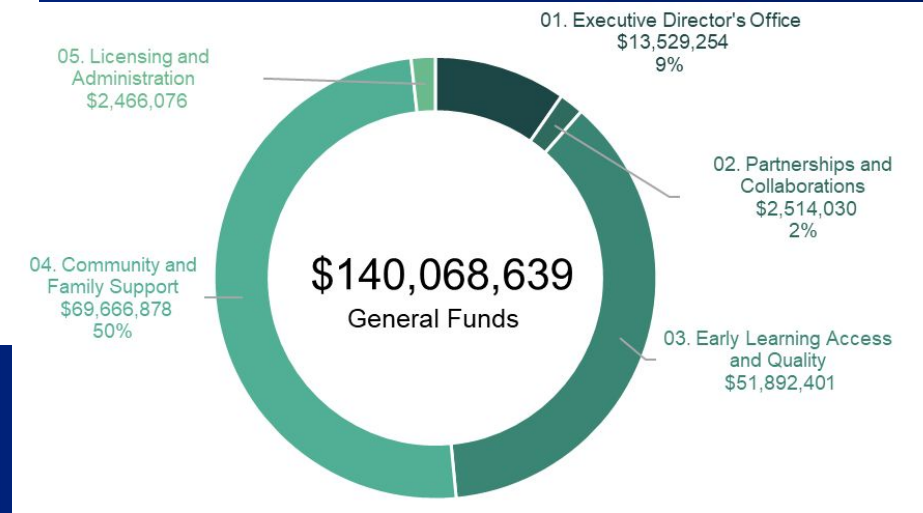
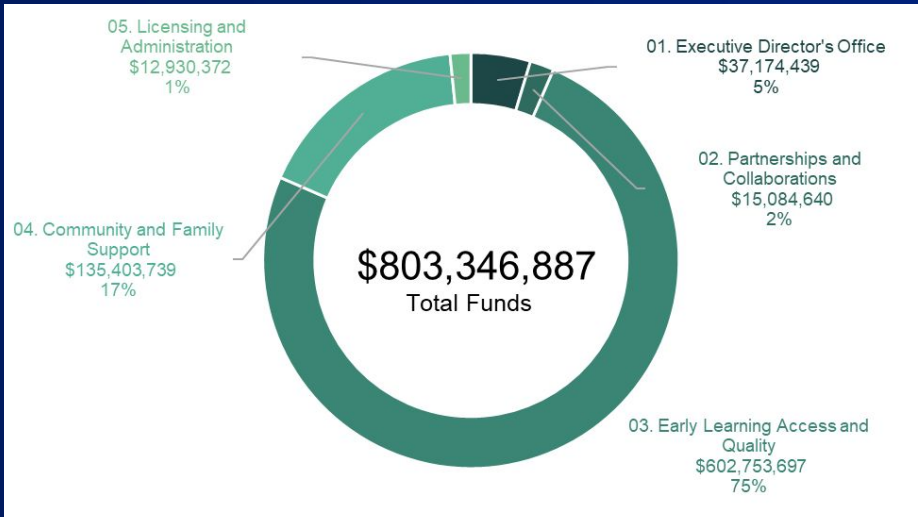
Legislative Agenda

- **UPK Provider Bonuses** - Establishes statutory authority for \$5 million in one-time bonuses for providers who offer universal preschool (UPK) in the first year, with additional bonuses for providers who have never participated in a state-run preschool program and UPK providers who also sustain or expand infant/toddler slots.
- **Legislative Clean-up of Early Childhood Statute** - Makes technical revisions to remove or revise duplicitious statutory language, and adds language to clarify statutory ambiguity and authority regarding the new Department and CDEC programs.
- **Retaining Proposition EE Tobacco Tax Revenue for Universal Preschool** - Refers a measure to the 2023 ballot for voters to vote to retain excess Proposition EE revenue for universal preschool.



Budget Requests and Important Fiscal Information

FY 2023-24 Request Total Funds: \$803.3 million



FY 2023-24 Budget Priorities

Standing Up Universal Preschool

\$326.1 million
UPK Program
Implementation

\$4.9 million to
increase
participation in
UPK

Supporting Our People, Providers & Those We Serve

\$14.9 million
for Provider
Workforce

\$105.3 million
continuation &
restructure of
stimulus funds

\$969,704
Nurse Home
Visitor Program

\$150,000 Child
Sexual Abuse
Prevention
Training

\$390,333
Early
Childhood
Mental Health
Support Line

Structured Investments

\$2.2 million
CDEC
applications
translation

\$10.5 million
Employer
Childcare
Facility Grants

\$1.3 million
Transition
to/from
CDHS/CDEC

Additional Non-Appropriated Federal Funds

Federal Grant Program	FFY 2023 Award	Purpose	Statutory Authority
Maternal, Infant and Early Childhood Home Visiting (MIECHV) Grant	\$7,724,116	Supports pregnant people/parents who live in communities that face greater risks and barriers to achieving positive maternal and child health outcomes.	42 USC § 711(C)
Head Start Collaboration Grant	\$125,000	For Head Start entities that carry out activities designed to benefit low-income children from birth to school entry, and their families.	42 USC 9801 ET SEQ
Family Support through Primary Prevention	\$750,000	Reduce child maltreatment and improve family well-being for Colorado families ages prenatal to 5	42 USC 5101, Sec. 106(a)
Preschool Development Grants Birth to Five (PDG B-5)	\$3,118,030	For efforts of mixed delivery system and maximize the availability of high-quality early childhood care and education options for low-income	42 USC 9858
Healthy Marriage and Responsible Fatherhood (FIRE) Grant	\$1,495,808	For fathers to sustain healthy relationships, work toward financial well-being, and reinforce responsible parenting through skills-based parent and co-parent education workshops.	Section 403(a)(2) of SSA Act 42 USC § 603a2
Early Childhood Comprehensive Systems (ECCS): Health Integration P-5	\$255,600	build integrated maternal and early childhood systems of care that are equitable, sustainable, comprehensive, and inclusive of the health system.	Title V § 501(a)(3)(C) of Social Security Act
Retention/ Recruitment of Early Intervention Professionals	\$232,050	Recruitment of EI direct service providers and provide professional development opportunities for existing providers.	2 CFR PART 180
Total	\$13,700,604		





THANK YOU!!

QUESTIONS?