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**

**Executive Director**

- Universal Preschool
- The Office of Administrative Solutions
  - Finance, Budget & Procurement
  - Enterprise Application Technology
  - Data Management, Privacy & Governance
- The Office of Program Delivery
  - Early Learning, Access & Quality
  - Early Learning Licensing & Administration
- Strategy, Policy, Communications & Partnerships
- Technology Operations
- Early Childhood Workforce
- Community & Family Support
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
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.
**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: 100%**
Initial finalization of plan

**Goal: 75%**
Shared with stakeholders

**Goal: 50%**
Planning in progress

**Goal: 25%**
Team established
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
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
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.

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

**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.

Accomplished!
Contract executed

**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.

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

**Lead Measure 4**
Identify and document data governance for the Universal Preschool program application.

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

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

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

Living Wage

Thriving Workforce

Access and Belonging

Professional Learning
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

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.
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
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.
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
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 duplicitous 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

- 01. Executive Director’s Office: $37,174,439 (5%)
- 02. Partnerships and Collaborations: $15,084,640 (2%)
- 03. Early Learning Access and Quality: $602,753,697 (75%)
- 04. Community and Family Support: $136,403,739 (17%)
- 05. Licensing and Administration: $2,466,076

$803,346,887

General Funds

- 01. Executive Director’s Office: $13,529,254 (9%)
- 02. Partnerships and Collaborations: $2,514,030 (2%)
- 03. Early Learning Access and Quality: $51,892,401

$140,068,639
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
- $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
- $969,704 Nurse Home Visitor Program
- $390,333 Early Childhood Mental Health Support Line
<table>
<thead>
<tr>
<th>Federal Grant Program</th>
<th>FFY 2023 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>$7,724,116</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</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>$3,118,030</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>Early Childhood Comprehensive Systems (ECCS): Health Integration P-5</td>
<td>$255,600</td>
<td>build integrated maternal and early childhood systems of care that are equitable, sustainable, comprehensive, and inclusive of the health system.</td>
<td>Title V § 501(a)(3)(C) of Social Security Act</td>
</tr>
<tr>
<td>Retention/ Recruitment of Early Intervention Professionals</td>
<td>$232,050</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>$13,700,604</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
THANK YOU!!

QUESTIONS?