



Early Learning Council Meeting

Thursday, December 10, 2015

12:00pm*

Join by Webinar: <https://attendee.gotowebinar.com/register/4060169157919808258>

Join by Phone Only: 1 866 952 8437, Access Code: 883-685-273

Public testimony will not be accepted at this time. Members of the public may testify at the next Early Learning Council meeting on January 27th and 28th.

AGENDA

PAM CURTIS
Early Learning Council
Chair

HARRIET ADAIR

MARTHA BROOKS

JANET
DOUGHERTY- SMITH

TIM FREEMAN

KALI THORNE-LADD

CHARLES MCGEE

EVA RIPPETEAU

LYNNE SAXTON

TERI THALHOFER

CLYDE SAIKI

BOBBIE WEBER

MARLENE YESQUEN

SALAM NOOR

MEGAN IRWIN
Early Learning
System Director

- I. Board Welcome and Roll Call
Chair Pam Curtis
- II. Measuring Success Committee Charter – *Action Item*
Pam Curtis, Measuring Success Committee Chair
David Mandell, Director of Early Learning Policy & Research, ELD
- III. Strategic Plan Updates – *Action Item*
Chair Pam Curtis
Megan Irwin, Early Learning System Director
- IV. Child Care Development Fund (CCDF) State Plan Update – *Discussion Item*
Bobbie Weber, Child Care & Education Committee Chair
David Mandell, Director of Early Learning Policy & Research, ELD
Dawn Woods, Child Care Director, ELD
- V. Committee Updates – *Action Item*
 - a. Acknowledge Receipt of Written Committee Reports
- VI. Adjournment

Times Approximate. Items may be taken out of order and breaks may be added as needed. All meetings of the Early Learning Council are open to the public and will conform to Oregon public meetings laws. The upcoming meeting schedule and materials from past meetings are posted [online](#). A request for an interpreter for the hearing impaired or for accommodations for people with disabilities should be made to **Alyssa Chatterjee at 971-701-1535 or by email at Alyssa.Chatterjee@ode.state.or.us. Requests for accommodation should be made at least 48 hours in advance.*

Board Action Summary

AGENDA ITEM: Measuring Success Committee Charter

Summary of Recommended Board Action

ACTION: Approve charter for Measuring Success Sub-committee

ISSUE: Need to provide on-going advice and support to the Early Learning Council on success of the early learning system, including but not limited to the Early Learning Hubs.

BACKGROUND: The Early Learning Council is committed to a performance-based early learning system in which shared outcomes drive positive change for children and families, and where data is used to increase the efficacy of the system. The ELC is also statutorily tasked with establishing performance metrics for the Early Learning Hubs. The ELC established an ad hoc Hub Metric Workgroup in July, 2014, but the charter for that group has expired. In addition to the on-going need to monitor and advise on the use of performance metrics by the Hubs, there is also a broader need to establish how the ELC is measuring and monitoring the success of the early learning system.

ACTION PRECEDING RECOMMENDED BOARD ADOPTION: The Executive Committee of the ELC recommended the creation of a standing Measuring Success Committee and asked ELD staff to draft a committee charter (attached).

BOARD MEMBER PRESENTING REPORT FOR ADOPTION: Pam Curtis

CONTACT:

Measuring Success Committee

ELC Charge to the Measuring Success Committee:

Advise the Early Learning Council on the issues, challenges, successes and priorities related to measuring the success of the early learning system and ensuring equitable outcomes for all children, including but not limited to the Early Learning Hubs.

Core areas of responsibility include:

Early Learning Council Strategic Plan Priorities

Early Learning System:

ELC Strategy 3.2: Strengthen systems that support cost-effective results driven services.

ELC Tactic 3G: Develop early learning data system.

ELC Strategy 4.1: Ensure implementation of the equity lens across the ELC's work.

ELC Tactic 4A: Identify and analyze service disparities for focus populations by hub region

- Advise ELC on key performance measures for early learning system and for ensuring equitable outcomes for all children
- Advise ELC on key policy questions that Early Childhood Integrated Data System needs to be able to answer
- Advise ELC on evaluation of early learning programs.

Early Learning Hubs:

ELC Strategy 2.1: Strengthen community supports for family health and well being

ELC Tactic 2H: Develop a financial incentive set-aside for Hubs to collaborate with CCOs, DHS and community partners, challenging state partners to establish similar set aside for collaboration in their own budgets as well.

ELC Strategy 3.1: Strengthen birth through 3rd grade policy, planning and service coordination.

ELC Tactic: 3A: Support and continually improve local system building work through the Early Learning Hubs.

ELC Strategy 4.1: Ensure implementation of the equity lens across the ELC's work.

ELC Tactic 4A: Identify and analyze service disparities for focus populations by hub region

- Advise ELC on the external evaluation of Early Learning Hub System, including identification of key research questions, research methodology and qualitative and quantitative data selection
- Advise ELC on the identification of metrics for the Hubs to be tied to financial incentives
- Advise ELC on the operationalization of metrics for the Hubs tied to financial incentives
- Advise ELC on operationalization of Hub metrics, including on data sources and cross-system sharing of data

- Advise ELC on the efficacy of Hub metrics in focusing the work of the Hub to achieve outcomes, including serving historically underrepresented populations
- Provide ELC with recommendations for revising the Hub metrics prior to the renewal of Hub contracts in the fall of 2017

Committee Composition (15-6):

- Early Learning Council members (2-3)
- Hub leadership (2)
- Hub operational staff (2)
- Individuals from local early learning programs that partner with Hubs (2)
- Individuals with expertise in early learning data (including EI/ECSE) and early learning programs (2)
- Individual with expertise in health data and health system (1)
- Individual with expertise in human services data and state human services system (1)
- Individual with expertise in k12 education data and system (1)
- Individuals with expertise in program evaluation and/or design and implementation of performance metrics (2)

Frequency and duration of meetings: every other month for two hours

ELD Staff support: David Mandell (Policy & Research Director), Denise Swanson (Early Learning Hub Operations Manager), Tom George (ELD Research Specialist)

Board Action Summary

AGENDA ITEM: Strategic Plan Updates

Summary of Recommended Board Action

ACTION:

Adopt changes to Early Learning Council Strategic Plan, based on feedback from the September 24, 2015 Early Learning Council retreat work session.

ISSUE:

The Early Learning Council first adopted their 2015-2020 Strategic Plan in November 2014. On September 24, 2015 the Council broke into a Committee-focused work session to review and revise the Strategic Plan. The Council now needs to adopt the changes and revisions that were suggested at the meeting and sent out for review.

BACKGROUND:

ACTION PRECEDING RECOMMENDED BOARD ADOPTION:

Strategic Plan revisions sent via email.

BOARD MEMBER PRESENTING REPORT FOR ADOPTION:

Pam Curtis, Chair

CONTACT: Megan Irwin, Early Learning System Director

Oregon's Early Learning System

Positive early experiences. A lifetime of learning. Results for Oregon.

The Oregon Early Learning Council was created in 2011 by the Legislature to build a coordinated, connected and outcomes focused statewide early learning system. The Council guides efforts to streamline state programs, provides policy direction to meet early learning goals statewide and provides oversight of services supporting children and families across Oregon.

The Council is committed to making measurable progress to ensure that all Oregon children enter kindergarten ready to succeed and are raised in stable families with caregivers to whom they are attached. The Council is also committed to ensuring services and systems are coordinated and aligned to support achieving these goals.

In doing its work, the Early Learning Council is committed to:

- ~~Focusing-Requiring~~ strategies focus on children who are over-represented in the academic achievement gap and under-represented in accessing strong services and supports. Note that the ELC's focus/target population is: all children of color, all children experiencing poverty, all children experiencing developmental delays or disabilities, all children learning English as an additional language.
- Listening to stakeholders across the state and acting on what we hear and learn from them.
- Focusing on results and using data to drive decisions.
- Having the courage necessary to make change.
- Holding onto a sense of urgency.
- Focusing its message and broadening its communication.

This strategic plan acts as a guide for this important work. It is intended to work as a living document to which additional activities and strategies may be added in response to changes in the early childhood landscape. Once adopted, the Council will review progress on key strategies at each business meeting and review/update the plan in its entirety annually.

The members of the Oregon Early Learning Council are:

Pam Curtis (chair), Harriet Adair, ~~Vikki Bishop~~, Martha Brooks, Janet Dougherty-Smith, Tim Freeman, ~~Dana Hargunani~~, Kali Thorne-Ladd, Charles McGee, Salam Noor, Eva Rippeteau, ~~Christa Rude~~, Lynne Saxton, Teri Thalhofer, ~~Jim Tierney~~, Jerry Waybrant, Roberta Weber, ~~Kim Williams~~, ~~Dick Withnell~~, Marlene Yesquen, ~~Rob Saxton~~.

~~Each member of the Council contributed to the creation of this plan. Former Early Learning Council member Norm Smith also played a role in its development.~~

Updated: ~~May, 2015~~ October 2015

Commented [M1]: Looks like we use "focus population" and "target population" interchangeably throughout the document. You can either add "target" or just make it consistent throughout the document.

Early Learning Council 2015 – 2020 Strategic Plan

Goal 1: Ready children - All children enter kindergarten with the skills, experiences and supports to succeed

Success Metrics

- Standards are completed.
- 40% of providers licensed; 30% at C2Q; 15% at 3 star, 10% at 4 star, 5% at 5 star in the quality rating improvement system.
- Increase #/% of children in focus population on subsidy in 3,4, and 5 star programs.
- Increase # of license exempt early learning providers participating in training and professional supports by 25%.
- Increase “career ready” workforce by 25%, increase AA holding work force by 15% and increase BA holding workforce by 10%. (“Career ready” is defined here as obtaining at least a certificate in the state’s career lattice system.)
- Providers of color are proportionally represented in "career ready" workforce.
- Increase by 33% the number of children grades K-3 who are in schools that have
 - a. aligned curricula.
 - b. aligned professional development standards.
 - c. seamless, connected services and transition to kindergarten.

Strategy	Tactic(s)	Key Partners	Executive Sponsor	Timeline
Strategy 1.1 Develop a supply of high quality, community based early learning programs that support the diversity of family values and experiences in our state, across a variety of settings focused on the ELC’s priority population of low income children and children of color.	1A. Implement a Quality Rating Improvement System for licensed/regulated early learning and development programs in Oregon; <u>continually evaluate implementation impact and adjust to overcome challenges/barriers based on learnings. QRIS as a barrier and whether are our targeted strategies to get to other populations are working. ELC needs to continually revisit and reevaluate.</u>	WOU, CCR&R, CBOs who work with child care providers, Head Start Association, AFSCME	Child care and education committee	Full implementation by June 2017; ongoing improvement
	1B. Develop quality community-based early learning development programs using support systems recognized by focus communities.	CBOs who work with these providers; CCR&R	Child care and education committee	Full implementation by June 2017
	1C. Strengthen and support "family friends and neighbor" <u>license exempt providers receiving subsidy providers</u> through enhanced training and professional development.	DHS, SEIU, CBOs who work with these providers.	Child care and education committee	June 2016
	1D. Develop and implement one unified set of Early Learning Standards for all early learning and development programs.	Oregon Center for Career Development, OAEYC, Head Start Association, ODE, WOU.	Child care and education committee	Jan. 2016

Commented [CA-E2]: Stronger language, instead of focusing on diversity of family values, should focus on priority populations

Early Learning Council 2015 – 2020 Strategic Plan

Strategy 1.2 Ensure equitable access for children and families to quality early learning and development programs for children in the ELC's focus population, overcoming traditional barriers of race, culture, income and geography.	1E. Develop and implement a range of mixed use preschool models that includes but not limited to family and center-based care, OPK programs, community-based organizations and public/private schools.	Hubs, CCR&R, CBOs	ELC Executive Committee; Child care and education committee	Dec. 2016 (with ongoing improvement)
	1F. Develop an increased supply of high quality ELDPs in areas of the state that are currently "child care and pre-school deserts" and/or where educational outcomes at kindergarten entry and third grade reading are lagging for our focus population.	Hubs	Child care and education committee	June 2017 (for full implementation - pilot in fall 2015 if we get federal funds)
	1G. Connect Oregon's "Employment Related Day Care" child care subsidy program to quality early learning and develop a tiered reimbursement approach to ERDC and expand access to children/families within the ELC's target population.	DHS	Child care and education committee	Jan. 2016
	1H. Fully implement contracted slots program.	DHS	Child care and education committee	Jan. 2016
Strategy 1.3 Provide parents with the information and support they need to meet the developmental and educational needs of their children and the child care needs of their families.	1I. Develop a statewide early learning services referral system to ensure that families can connect with the services they need when they need them.	DHS, CCR&R, Hubs, OHA, Parenting hubs	Child care and education committee	July 2016
Strategy 1.4 Develop robust educational and certification pathways for early learning providers	1J. Create and sustain "portable" "stackable" and transferable degrees/pathways to degrees for early learning programs at community colleges and 4-year colleges/universities, accessible regardless of geography.	HECC, community colleges, private colleges & universities, Oregon Center for Career Development.	Child care and education committee	Dec. 2020
	1K. Ensure pathways are accessible, affordable and supportive of non-traditional students through strategies such as coaching, mentoring, etc.	HECC, community colleges, private colleges & universities, Oregon Center for Career Development.		
	1L. Establish a statewide apprenticeship program for early childhood professionals, early childhood teachers and program or center directors.	HECC, community colleges, Oregon Center for Career Development, AFSCME		

Commented [CA-E3]: Needs to be reworded

Commented [CA-E4]: Add language that acknowledges that not all barriers to access are geographic.

Commented [CA-E5]: What are the strategies for ensuring the ERDC is targeted to focus populations?

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Early Learning Council 2015 – 2020 Strategic Plan

Strategy 1.5 Build a consistent approach and aligned pathway between early childhood services (beginning at age 3) and K-3 education.	1M. Continue to improve the implementation of the statewide KA.	ODE	ELC Executive Committee	Ongoing
	1N. Develop best practice strategies among early learning and development programs, Early Learning Hubs and elementary schools for strong kindergarten transition.	ODE, OEIB , Hubs, CBOs	ELC Executive Committee	June 2016
	1O. Develop shared plans between early learning and development programs and elementary schools/school districts for aligned professional development.	ODE, OEIB , Hubs, CBOs	ELC Executive Committee	June 2016
	1P. Connect and align standards and instructional practices from early learning and development programs through the early grades of elementary school.	ODE, OEIB , Hubs, CBOs	ELC Executive Committee	January 2016

Commented [IM*O6]: Council members – we have questions about who should own this part of the strategy. It's not housed under any committee right now. Who would you prefer to see drive this work? Right now is being driven by philanthropy and by ELD/ODE staff.

Early Learning Council 2015 – 2020 Strategic Plan

Goal 2: Stable and Attached Families - Families have the information and support they need to nurture and prepare their children for school

Success Metrics

- Policy agenda adopted.
- Family Stability included as a lens in policy making.
- FRM is consistently operationalized across the state.
- 50% increase in high risk families served.
- 35% decrease in substantiated child abuse and neglect in focus population.
- 50% of families and caregivers who receive information about family role in child development report behavior changes.
- 80% of children/families receiving developmental screening before age 3.

Strategy	Tactic(s)	Key partners	Executive Sponsor	Timeline
Strategy 2.1 Strengthen community supports for family health and well being	2A. Increase access to <u>all</u> home based services through child-driven home based services coordination so that children and families have access to the best program for their needs, <u>by developing common outcomes and a common screening tool for all state funded home based programs.</u>	OHA, <u>DHA</u>	Prenatal Age 3 committee <u>Best Beginnings Committee</u>	July 2016
	2B. Identify state level policy changes that support family well-being and stability.	Family Forward Oregon, SEIU, AFSCME, <u>Faith-based communities, Physical/mental health/therapists</u>	Prenatal Age 3 committee <u>Best Beginnings Committee</u>	Dec. 2020
	2C. <u>Increase focus on critical aspects of development and attachment for children age 0-3 and their families.</u>	DHS, OHA, Hubs	Joint ELC/OHPB subcommittee; Prenatal Age 3 <u>Best Beginnings committee</u>	Jan. 2018
	2D. Support/advocate for implementation of a statewide pay-for-prevention model for child welfare	DHS	ELC Executive Committee	Dec. 2015
	2E. Launch ongoing messaging campaign for families related to key actions that each stage of development as well as critical importance of health and well being pre-conception to age 8.	Hubs, OHA, DHS Vroom Parenting Hubs, DOHAD	ELC executive committee	June 2015
	2F. Develop a "family stability lens" and systematically include "family stability" in all policy and resource allocation decisions.	DHS, OHA	Joint ELC/OHPB subcommittee	Dec. 2015
	2G. Operationalize the family resource manager function fully.	DHS, OHA, Hubs	ELC Executive Committee	July 2017
	2H. Develop a financial incentive set-aside for Hubs to collaborate with CCOs, DHS and community partners, challenging state partners to establish similar set aside for collaboration in their own budgets as well.	DHS, OHA	ELC Executive Committee <u>Hub Metrics Committee</u>	Dec. 2015

Commented [IM*O7]: Added to reflect intent of 2015 budget note.

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Commented [M8]: Are you taking section 2C out all together?

Commented [IM*O9]: Council members – do you want to keep this here? It's written in a way that is unclear as to what action this would drive.

Commented [CA-E10]: Add something on budget note goals; goal is one initial screening tool
Data based decision making

Commented [IM*O11]: Council members – this activity was completed through the development and launch of VROOM. Delete?

Commented [IM*O12]: Council members – do you still want to do this? No one has championed it this year. Timeline is no longer realistic.

Early Learning Council 2015 – 2020 Strategic Plan

2I. Finalize and implement statewide screening tool and assessment protocol.	DHS, OHA	Joint ELC/OHPB Subcommittee; Prenatal Age 3 Best Beginnings committee	Dec. 2015
2J. Develop best practice referral pathways statewide.	DHS, Housing & Community Services, ODE, OHA	Joint ELC/OHPB Subcommittee; Prenatal Age 3 Best Beginnings committee	Dec. 2015 July 2017

Commented [IM*O13]: Council members – folded into the first strategy in this section. Ok to delete in order to streamline and focus this plan?

Commented [IM*O14]: Timeline no longer realistic. Suggest pushing to the end of this biennium.

Goal 3: Early Learning Services and Services are Coordinated and Aligned

Success Metrics

- Hubs making meaningful progress on accountability metrics.
- Contracts and state dollars aligned to both statewide and local goals.
- MOUs implemented and working.
- Statewide screening and referral protocols are established.
- Early Learning Passport exists and is operational.
- Comprehensive Children’s Budget exists and is driving policy and at state and local level.
- Data system exists and is operational.

Strategy	Tactic(s)	Key Partners	Executive Sponsor	Timeline
Strategy 3.1 Strengthen birth through 3rd grade policy, planning and service coordination.	3A. Support and continually improve local system building work through the Early Learning Hubs.	Hubs, DHS, OHA	Executive Committee	Ongoing
	3B. Develop <u>Develop and approve</u> an approach to contracting and contract administration for programs assigned to ELD that advances equity and system coordination goals.	ELD, contractors in network	Equity Committee	July 2015 March 2016
	3C. <u>Develop</u> MOUs that articulate coordination and referral and accountability across state agencies.	Hubs, DHS, OHA, Housing & Community Services	Executive Committee	Dec. 2015
	3D. Solidify screening connection/referral process between EI/ECSE and early learning programs.	ODE, SICC	Executive Committee	July 2017
	3E. <u>Create</u> a developmental passport that shows the progressive path of positive child & family development tasks/outcomes beginning pre-birth through 3rd grade with 3rd grade culminating in on-track 3 rd grade reading score.	ODE (data team), OEIB, OHA, DHS, DOHAD	Executive Committee	July 2020
	<u>See also Tactic 1P</u>			

Commented [IM*O15]: Council members – this work is happening through the ELD’s equity breakthrough since many of the equity report recommendations gave explicit instructions to the agency for changes in practice. Adjusted timeline.

Commented [IM*O17]: Date is not realistic.

Commented [IM*O16]: Council members is this still a priority for COUNCIL level work, or is this work that agencies should take on directly?

Commented [IM*O18]: Council members – given current data challenges (and no resources having been sent to the ELD for data systems development) is this still your highest priority/highest leverage data strategy or would you like to adjust thinking?

Early Learning Council 2015 – 2020 Strategic Plan

Strategy 3.2 Strengthen systems that support cost-effective results driven services.	3F. Biennial development of comprehensive children's budget.	ODE fiscal, OHA, DHS, DAS	Executive Committee	Ongoing
	3G. Develop early learning data system.	ODE data team; OEIB , DHS, DAS	Executive Committee	July 2017

Commented [IM*O19]: Council members – is this a priority? To what end? How would you use it for policy making?

Early Learning Council 2015 – 2020 Strategic Plan

Goal 4: The Early Learning Council is accountable/accessible to its constituents

Success Metrics

- 25% increase in stakeholder opportunities to give feedback and inform early learning policy through Early Learning Council.
- Increase Hub and Provider understanding of focus populations, as measured by:
 - Implementation of recommendations resulting from evaluation of equity strategies in programs and Hubs; and
 - Self reported use of equity toolkit by 100% of Hubs.

Strategy	Tactic(s)	Key Partners	Executive Sponsor	Timeline
Strategy 4.1 Ensure implementation of the equity lens across the ELC's work.	Priority #1: 4A. Identify and analyze service disparities for focus populations by hub region. Note that the ELC's focus population is: all children of color, all children experiencing poverty, all children experiencing developmental delays or disabilities, all children learning English as an additional language.	ODE, DHS, OHA, Hubs	Equity Implementation Committee	August 2015
	4B. Create positive, anti-racism, anti-bias and anti-privilege environments within the Early Learning Council, Early Learning Division, Early Learning Hubs and provider organizations, that promote knowledge, acceptance, inclusion and respect and partnerships. Provide training and support for individuals throughout the early learning system to promote knowledge, acceptance, inclusion, respect and strong community based partnerships.		Equity Implementation Committee	Needs a due date
	4C. Provide training and support for individuals throughout the Early Learning System on how racism and privilege play out in the workplace, early learning spaces, and community. Combine into 4A as top tier priority		Equity Implementation Committee	
	4D. Validate and provide accountability to the ELD Equity Plan, measuring progress using the metrics established in the Protocol for Culturally Responsive Organizations. Create a specific plan identifying the work that needs to be done as well as establish metrics to measure progress.		Equity Implementation Committee	Ongoing
	4E. Policies created and adopted to ensure individuals are protected from retaliation if they bring up issues of racism, bigotry or prejudice.		Equity Implementation Committee	
	Priority #2: 4F. Develop disaggregated data collection standards for a) Early Learning Hub Grantees b) Early Learning Hub Leadership c) The Early Learning Hub Provider Workforce d) The Early Learning Division Workforce e) The Early Learning Council Combine with 4G. Use data to establish metrics toward becoming a more culturally responsive organization, per the domains found within the Protocol for Culturally Responsive Organizations.		Equity Implementation Committee	

Commented [IM*O20]: Date is not realistic.

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Commented [IM*O21]: Council members – refocused this specifically on the Council. Internal changes with ELD staff fall under the purview of agency responsibility and are underway through the ELD's equity breakthrough work.

Commented [AC22]: How do we make ELC meetings, Committee meetings protected as civic engagement?

Commented [IM*O23]: Council members – adjusted to make more specific and assign the equity implementation committee the explicit responsibility of validating and providing oversight to the ELD's equity work, per instructions in the Protocol for Culturally Responsive Organizations.

Commented [IM*O24]: Council members – deleted from your strategic plan because while this is VERY important, this falls into HR Policy for the agency which is not an area that the ELC has oversight or responsibility.

Early Learning Council 2015 – 2020 Strategic Plan

4G. Establish metrics to measure progress toward becoming a culturally responsive organization in nine domains 1) Organizational Commitment, Leadership & Governance 2) Racial Equity Policies & Implementation Practices 3) Organizational Climate, Culture & Communications 4) Service-Based Equity 5) Service User Voice & Influence 6) Workforce Composition & Quality 7) Community Collaboration 8) Resource Allocation & Contracting Practice 9) Data, Metrics & Continuous Improvement Need a collection system that runs from cradle to career to see if we are being as reflective and responsive as possible in these areas. Bring back to ELC what methods of data collection should be used so we know what we're dealing with.		Equity Implementation Committee	
Any budgetary system for the ELC, ELD, and Hubs shall be modified to include priority funding for early learning services to underserved populations. This includes modifying eligibility requirements for the monies available in the Early Learning System so that underserved populations are served and prioritized.		Equity Implementation Committee	
Develop and approve a data driven model for allocating resources that takes into consideration race, poverty and service access/service outcomes disparities in each service delivery area and use as the standard for making funding allocation decisions.			
4H. Sharpen the ELC's message and deepen the ELC's commitment to and presence in communities across the state. Develop consistent approach for listening to communities/incorporating feedback/vetting resulting action, and ensure perspectives from underserved communities are regularly heard at ELC meetings. <u>Combine with 4I</u>	Hubs, CBOs	Equity Committee	Ongoing
4I. Develop a community engagement campaign to elevate early learning resources ALL COMBINED INTO 4H	Hubs, CBOs	ELC Executive Committee	December 2016 for initial engagement
4J. Priority #3: Sharpen ELC messages and broaden communications	Hubs, CBOs	ELC Executive Committee	Ongoing
4K. Develop toolkit to support communities and programs in implementing equity lens.		Equity Committee	March 2015

Commented [IM*O25]: Council members – the funding requirements for our largest investments (employment related day care and head start Oregon pre kindergarten) are set by the federal government and your ability to change them is limited . I adapted this language to save the spirit of this strategy, but put it within the scope of your power and ability to drive change.

Commented [IM*O26]: Council members – this is an area where you have not come to a full consensus. Please comment as to how you would like to move the conversation about budget priorities forward. Suggested language to match where your conversation is currently at.

Commented [CA-E27]: Call it out

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Commented [IM*O28]: This is work that has fallen to staff to do and the Council to validate and support.



Early Learning Division | 775 Summer St NE, Suite 300, Salem, OR 97301

Phone: 503-373-0066 | Fax: 503-947-1955

TO: Early Learning Council

FROM: Dawn Woods, Director of Child Care and David Mandell, Director of Policy & Research

RE: CCDF State Plan and child care policy implementation

DATE: December 4th, 2015

Summary: The Early Learning Council will be voting on Oregon's Child Care Development Fund State Plan at its March meeting, and will have the opportunity to review and discuss the plan at its January meeting. The purpose of this memo is to provide an update on the process for developing the CCDF State Plan, as well as on the implementation of related child care policy changes. Last fall, Congress reauthorized the Child Care Development Fund, creating new requirements for states receiving these funds. Oregon is in the process of planning for the implementation of these changes. This year, the legislature passed HB 2015, which made significant changes to Employment Related Day Care, Oregon's child care subsidy program for low-income working families, which the state is also currently implementing.

CCDF State Plan: The Early Learning Council was last updated on the CCDF Plan at its January, 2015 meeting. At that time, it was thought the plan would come back to the Council in May, 2015. However, due to substantial changes in the plan format and the federal Office of Child Care's delay in releasing the plan template, the due date for the submission of the CCDF Plan is now March 30, 2016.

Oregon receives approximately \$130 million per biennium from the federal government through the Child Care Development Fund (CCDF). The purpose of the CCDF is to:

- provide financial assistance to low-income families to access child care so they can work or attend a job training or educational program.
- provide funding to improve the quality of child care and increase the supply and availability of child care for all families, including those who receive no direct assistance through CCDF.

As a requirement of receiving CCDF, states are obligated to submit a CCDF State Plan every three years where they identify the strategies they are using to achieve high-level goals established by the



federal Office of Child Care. The current CCDF State Plan is organized around the following eight goal areas:

1. Define CCDF Leadership and Coordination with Relevant Systems
2. Promote Family Engagement through Outreach and Consumer Education
3. Provide Stable Child Care Financial Assistance to Families
4. Ensure Equal Access to High Quality Child Care for Low-Income Children
5. Establish Standards and Monitoring Processes to Ensure the Health and Safety of Child Care Settings
6. Recruit and Retain a Qualified and Effective Child Care Workforce
7. Support Continuous Quality Improvement
8. Ensure Grantee Accountability

ELD Staff will be submitting an overview of the CCDF Plan to the ELC Child Care and Education Committee for discussion and input at their December 17th meeting. The full ELC will have a chance to discuss and offer feedback on the plan in January and will vote on the plan at the March meeting.

CCDF Reauthorization: The recently passed Reauthorization of CCDF increases the focus on child development and strengthens health and safety standards. New requirements that Oregon will need to implement include:

- New monitoring & safety requirements
 - On-site monitoring of license exempt providers
 - Compliance by 11/19/2016
 - Fingerprinting and background checks
 - Compliance by 9/30/2017
- Enhanced requirements for parent and public access to complaints and compliance information and enhanced requirements for consumer education
 - Compliance by the earlier of a) 11/19/2017 or b) 1 year after monitoring in place
- New pre-service & on-going training requirement

The biggest of these policy changes is probably the new requirement for on-site health and safety monitoring of all providers receiving ERDC subsidies, including the many license-exempt providers taking care of children on ERDC. Licensed child care providers already receive annual monitoring visits that cover all of these areas, but this is a new requirement for the license-exempt providers.



Implementing these changes will have a significant financial impact that is not anticipated to be offset by an increase in federal CCDF funding. Because most of these changes kick in late in this biennium, the fiscal impact will be much more significant for next biennium.

ELD management and staff began planning for implementation prior to reauthorization. Cross agency workgroups (DHS and ELD) and subgroups were formed and continue to address the major changes in monitoring and background checks. The work plans evaluate and articulate the activities needed to comply with new federal regulations, including community engagement, administrative rules, information technology, staffing trainings and the development of protocols and forms.

HB 2015 & Child Care Subsidies: House Bill 2015 instituted significant changes to Employment Related Day Care (ERDC) with the goals of better supporting low-income families to participate in the workforce; promoting positive child development; increasing the number of low-income children in quality care; and ensuring the health and safety of children. The legislation seeks to achieve these outcomes by:

- Creating one year protected eligibility so families do not lose their child care when they experience a change in income or work hours.
- Linking ERDC and the Quality Rating and Improvement System (QRIS), so that ERDC families who voluntarily choose a QRIS provider get a reduced co-pay and the providers receive an enhanced reimbursement.
- Creating opportunities for license-exempt care providers, not eligible for the QRIS, to learn evidence-based or best practices to improve the quality of their care.
- Authorizing the Office of Child Care to perform on-site health and safety monitoring of license-exempt providers receiving ERDC funds in accordance with new federal regulations.
- Allowing working parents taking college classes to qualify.

Changes to the ERDC program are being implemented in multiple phases. On October 1, 2015 changes around eligibility requirements were implemented and changes linking the ERDC program to the QRIS will be implemented during 2016. Currently work is underway to develop a plan to create supports for license-exempt providers receiving ERDC with professional development opportunities and define the approach to perform on-site health and safety monitoring.

Integrating licensing & quality supports: The Race to the Top Early Learning Challenge Grant (RTT-ELCG) not only enabled Oregon to develop its Quality Rating and Improvement System



(QRIS), but also supported coaching and other supports, such as the Quality Improvement Specialists that worked directly with programs to strengthen child development practices. With the funding ending December 2016 and the new requirements from the Reauthorization of CCDF the Early Learning Division has been exploring ways of sustaining and integrating this important work. A “Breakthrough Team” has been meeting since this summer to develop innovative and cost-effective strategies for better integrating licensing and quality supports across the continuum of care. Additionally, the QRIS Implementation Team is developing a revision process which incorporates both community input and findings from the QRIS Evaluation and Validation Studies to improve both the QRIS Standards and process. The ELC will have an opportunity to hear recommendations that are emerging from this work at its February, 2016 meeting.



Committee Updates

- Best Beginnings Committee
- Child Care and Education Committee
- Equity Implementation Committee

Early Learning Council Best Beginnings Committee Report: December 10, 2015

Committee Charge:

Advise the Early Learning Council on the issues, challenges, successes and priorities related to serving at risk families who are pregnant and/or have children age of 3 years old or under.

Committee Membership: Chair Martha Brooks, James Barta, Jessica Britt, Christy Cox, Donalda Dodson, Beth Green, Marguerite Kenagy, Theresa Martinez, Salam Noor, Janet Dougherty-Smith

Report:

The Best Beginnings Committee will reconvene on January 14, 2016.

Key Issues Discussed & Uncovered:

None at this time.

Upcoming Key Decisions:

Home Visiting Budget Note recommendations – February 2016
Final HFO contracts completed – February 2016

Staffed by:

Nakeshia Knight-Coyle, Program & Cross-Systems Integration Director, ELD
Erin Deahn, Healthy Families Oregon Statewide Coordinator, ELD



Early Learning Council Child Care and Education Committee Report: December 10, 2015

Committee Charge: The Child Care and Education Committee (CCEC) is chartered to advise the Early Learning Council (ELC) on the issues, challenges, successes and priorities related to affordable, quality child care and early education programs in Oregon, to provide outreach and act as a liaison between citizens and the ELC through community forums and surveys to engage parents, early care and education providers and union representatives and to prioritize outcome based policies for child care and early education issues related to quality, affordability and system coordination.

Committee Membership: Chair Bobbie Weber; Michelle Gury; Jodi Blackman; Sabrina Escobedo; Kamala Wymore; Leslee Barnes; Zeenia Junkeer; Rob Saxton; Harriet Adair

Report:

The Child Care and Education Committee will meet on December 17, 2015. The first hour of the meeting will be spent reviewing and offering input on the state plan for the Child Care Development Fund. The Committee will then break into the Preschool Promise Rules Cluster to work on related rule promulgation.

Key Issues Discussed & Uncovered:

None at this time.

Upcoming Key Decisions:

The CCEC will overview a summary of the Child Care and Development Fund (CCDF) state plan that will include activities, initiatives and changes identified in the plan. The CCEC will offer input and recommendations to the Early Learning Council regarding the state plan.

Staffed by: Kim Parker, Director of Business Operations and Heidi McGowan, Consultant.



Early Learning Council Equity Implementation Committee Report: December 10, 2015

Committee Charge:

The Equity Implementation Committee is chartered to educate the Early Learning Council (ELC) on the issues, challenges, successes and priorities related to implementing the [equity recommendations](#) adopted by the Council on March 18, 2015. They are chartered to create an evidence-based, data driven plan relating to aligning early learning policy and practice with the equity lens, with a focus on culturally responsive practice, operating systems and data/resource allocation. The committee will assist the ELC in understanding equity issues from a data standpoint to help the ELC:

1. Actualize this information in setting policy for the early learning system.
2. Celebrate diversity.

Committee Membership: Chair Teri Thalhofer; Interim Chair Marlene Yesquen; Lennie Bjornsen; Nicole Briggs; Cade Burnette; Carmen Ellis; Sadie Feibel Holmes; Joyce Harris; Rashelle Hibbard; Richard Hines Norwood; Charles McGee; Erin Moore; Francisca Perez; Eva Rippeteau

Report:

The Equity Implementation Committee met on Tuesday, December 1st in Portland. Topics up for discussion included a review of Grant Making and Requests for Proposals (RFPs), as well as a guided activity through the Equity Lens.

Key Issues Discussed & Uncovered:

- Review of the Equity Lens – encouragement not to celebrate cultural differences to reinforce that non White, differently abled community have equal to give/offer as the mainstream education.
- Review of Equity Breakthrough Team work plans – review and request to provide comments for next meeting
- Review of Goal 1: Grant Making and RFPs – agreement that Equity Lens needs to be used at multiple stages of the RFP process including drafting, interviewing and contract drafting.

Upcoming Key Decisions:

None at this time

Staffed by:

Lillian Green, Equity Director, ELC

Karol Collymore, Public Affairs Director, ELD

