



DEPARTMENT of EARLY LEARNING and CARE Organizational Structure

Aug. 1, 2022

In January 2022, the Early Learning Division (ELD) presented an initial plan to create the new Department of Early Learning and Care (DELIC). The new Organizational Structure for DELIC is now available on ELD's website. This chart shows an overview of the new agency and how roles will be organized. DELIC's structure was created to increase quality and efficiency, bringing Oregon's early learning and care functions under one agency, and support staff to better serve families, children, and providers. It does this in six key ways:

1. **Unifying Early Learning Programs:** With the Employment Related Day Care (ERDC) program moving to DELIC, Oregon will have a central agency for early learning and child care policy and program administration.
2. **Increasing Efficiency of Systems and Administrative Functions:** As its own agency, DELIC will create new IT, human resources, procurement, budget, and accounting teams. DELIC will have flexibility to develop new systems and tailor processes to best meet our specific needs. This will help us to maximize funding opportunities and increase services to children, families, and early learning professionals in the future.
3. **Building Capacity:** New positions will support all DELIC teams, promoting data-driven and partner-informed decision-making as well as continuous improvement across the agency.
4. **Launching a new *Office of Tribal Affairs*:** DELIC is creating a new office to support early learning and child care with the nine federally recognized tribes within Oregon's borders in government-to-government consultation.
5. **Centering Equity:** DELIC's reimagined equity team will implement internal diversity, equity, and inclusion standards and support staff to enable deeper community engagement.
6. **Rearranging Teams to Support the Agency's Values:** Teams will be reorganized to better support DELIC values. One example is reorganizing the Community Systems team and creating the Professional Learning team to enhance community partnerships and focus on quality supports for providers.