

Early Childhood in Colorado

Dr. Lisa Roy, Executive Director
Colorado Department of Early Childhood



COLORADO
Department of Early Childhood

Structures: Before and After

- **BEFORE CDEC:** Colorado's vast array of programs that serve children and families, starting before birth and continuing through age 5, were administered across various agencies.
- **PROBLEMS:** unnecessary duplication and inconsistencies in rules and regulations = difficult to operate programs, including for school district and community-based programs utilizing multiple funding streams to serve children and families; families unsure where or when or who to go to.
- **WHAT CDEC CENTRALIZED:**
 - **From the Colorado Department of Human Services:**
 - All programs and services administered by the Office of Early Childhood
 - **From the Colorado Department of Education:**
 - Colorado Preschool Program/Early Childhood At-Risk Enhancement (ECARE)
 - All services administered by the Early Childhood Workforce Development team



History of CDEC

Proposition EE

Passed by voters
November 2020

- Created funding stream for new universal preschool program

HB21-1304

Signed June 23, 2021

- Established stakeholder and agency working groups
- Called for creation of two reports:
 - Department of Early Childhood Transition Plan
 - Colorado Universal Preschool Recommendations

HB22-1295

Signed April 25, 2022

- Aligned legislation with two reports
- Established responsibilities of CDEC and Executive Director
- Moved early childhood programs to new department
- Created Colorado Universal Preschool Program

CDEC Launch

July 1, 2022

- CDEC officially launched!



Programs Administered under New Structure

- Division of Universal Preschool - New
- Division of Early Learning, Access and Quality
- Division of Early Learning, Licensing and Administration
- Division of Early Childhood Workforce - New
- Division of Community and Family Support
- Partnership and Collaboration Team

Programs Excluded from New Structure

- Preschool Special Education
- Temporary Assistance for Needy Families (TANF)
- Child Welfare
- Child and Adult Care Food Care Program
- Women, Infants and Children (WIC)



COLORADO

Department of Early Childhood

Our Vision

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

Our Mission

To ensure 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.



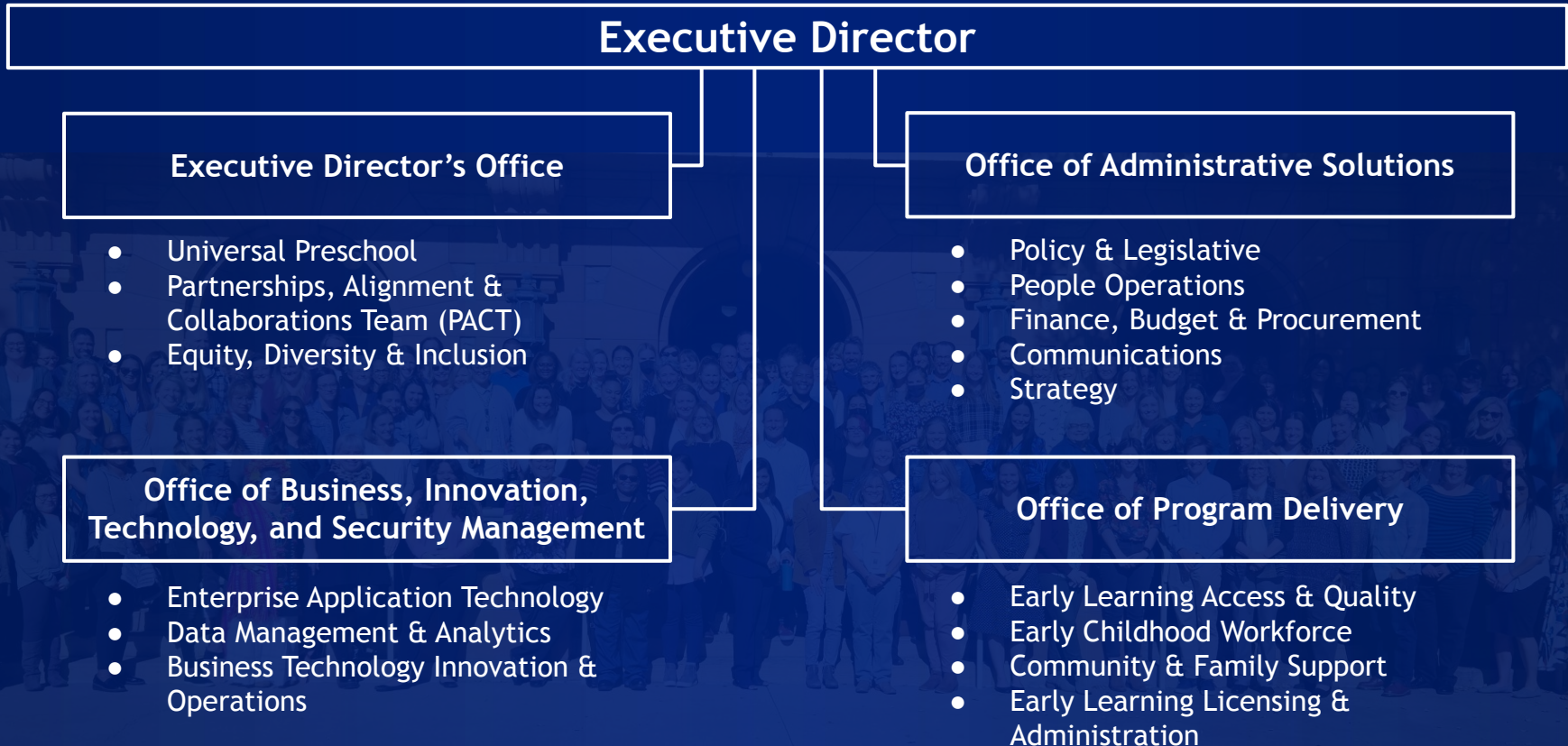
A mosaic artwork featuring a hand reaching upwards, a flower, and various colorful geometric shapes. The background is white with colorful mosaic tiles in shades of red, orange, yellow, green, blue, and purple. A hand is visible in the lower right corner, touching the mosaic.

Key Areas of Focus

1. Child Care and Preschool
2. Child Health and Wellbeing
3. Supporting the Early Childhood Workforce
4. Improving Quality Environments in all Settings



CDEC Organizational Structure



CDEC Values



Equity

Provide equitable and inclusive services to meet the diverse needs of Colorado's young children and their caregivers



Family & Community Centered

Incorporate the voices of all who engage with early childhood services into decision-making



Excellence

Provide high-quality, comprehensive, well-coordinated early childhood services to ensure everyone has access to what they need to thrive



Innovation

Courageously leverage strengths and partnerships to evaluate our current beliefs and practices and incubate and pilot innovative ideas that drive meaningful change



Strengths-Based

Value the diverse strengths, skills, knowledge, connections and potential in individuals and communities to ensure positive outcomes and make real social change

CDEC Goals

WHAT We Will Achieve



Goal 1: Access

Ensure all families have equitable access to affordable, high-quality early childhood services



Goal 2: Workforce

Recruit, retain, and adequately compensate a diverse and qualified early childhood workforce



Goal 3: Strengthen Families

Give caretakers the necessary opportunities, relationships, networks, and supports to raise their children successfully

HOW We Will Get There



Goal 4: EC System Sustainability

Ensure Colorado's early childhood system meets the state's evolving early childhood needs



Goal 5: Maximize Funding

Leverage and align funding to strengthen the early childhood system and maximize impact



Goal 6: Data-Informed Decision-Making

Prioritize actions that support a data-informed decision-making culture



Goal 7: Workplace Excellence

Commit to actions that promote a culture of workplace excellence

CDEC Vision In Action

Division of Universal Preschool

Provides access to a minimum of 10 hours of voluntary, high-quality, preschool to every child in the year before kindergarten.

Division of Early Learning, Access and Quality

Increases access to affordable, high-quality early learning environments and identifies innovative approaches to achieving school readiness, safe, stable and nurturing environments, and resilience in early childhood.

Division of Early Learning, Licensing and Administration

Licenses and monitors 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, to ensure safe, qualified care.

Division of Early Childhood Workforce

Professionalizes, honors, and grows early care and education professionals to recruit and retain a diverse, well-compensated, highly competent, and thriving early childhood workforce across all Colorado communities.

Division of Community and Family Support

Provides families and communities across Colorado with the resources needed to support young children to be healthy, valued, and thriving in the places that they spend their time, beyond child care and preschool.



Innovative Practices



COLORADO
Department of Early Childhood

WHAT IS MIXED DELIVERY?

Mixed delivery **brings together a variety of provider types and program settings, both public and private**, to serve children. In UPK, any program is eligible to participate if it is licensed and meets certain requirements. This includes:

- ✓ Faith-based early learning programs
- ✓ Elementary schools, including charter schools
- ✓ Family child care homes
- ✓ For-profit and nonprofit center-based child care programs
- ✓ Stand-alone preschools

HOW MIXED DELIVERY WORKS

UPK is voluntary for both providers and families. Interested programs sign-up with the number of children they can serve. Interested families sign-up in the same system. Families rank their preference of participating programs (up to five programs). The system generates matches based on families' rankings and program availability.

Mixed Delivery in Action

48%

Community-based programs

40%

School-based programs

12%

Family-care providers

2021-2022 enrollment rank (4-year old) – 26th

Projected 2023-2024 enrollment rank (4-year old) – 8th

UPK Colorado Matching Process

<https://drive.google.com/file/d/1yMlpE86KJFzau-1Zm0XUUFrQ2-mXQXOZ/view>



Quality Standards

The quality standards phases of work include:

- **Phase I** - Research, review and stakeholdering for UPK Quality Standards Rule
- **Phase II** - Develop Cross-Department Standards, including workforce, professional learning credentials and pathways
- **Phase III** - Resource library, pathways, reporting plan
- **Covered areas include:** Eligibility; Instructional Practice; Healthy Development; Family & Community Engagement; Teacher Quality/Workforce;

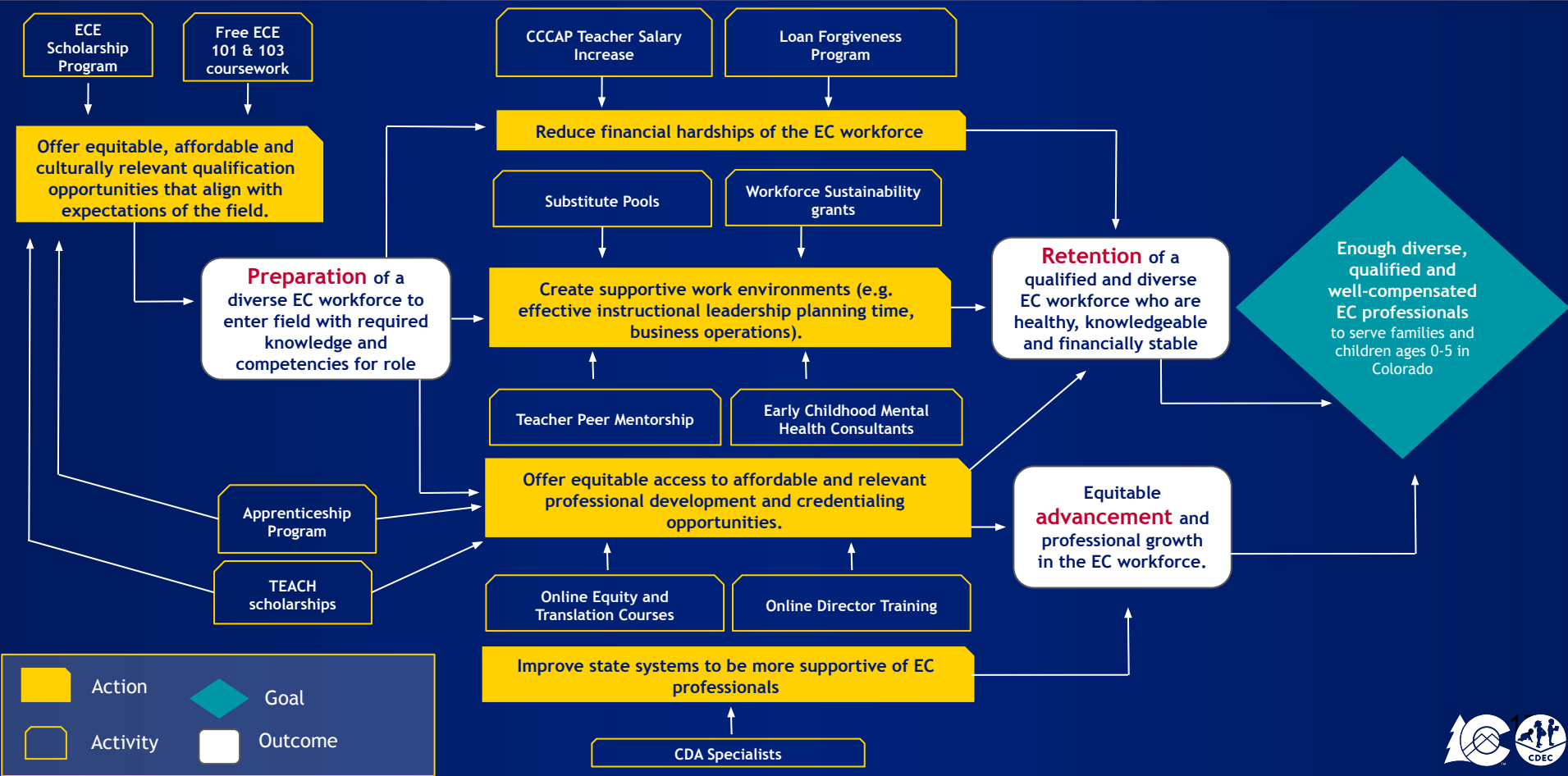


Workforce



COLORADO
Department of Early Childhood

Early Childhood Workforce Conceptual Framework

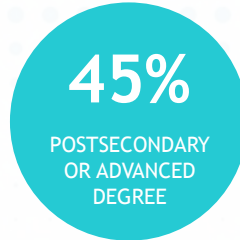


WHO ARE COLORADO'S ECE PROFESSIONALS?

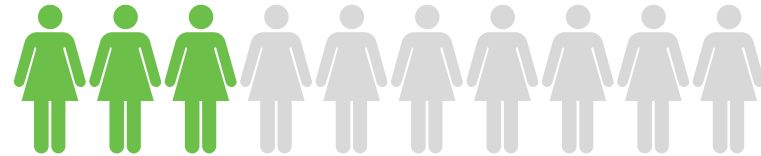
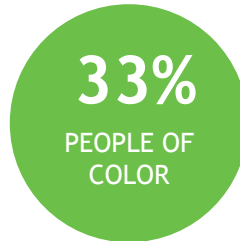
According to a study conducted in 2020-2021:



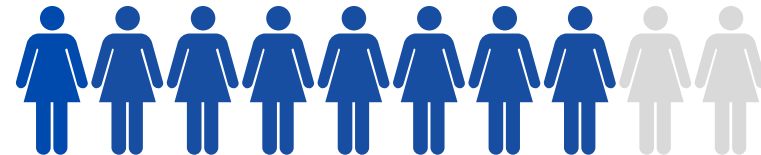
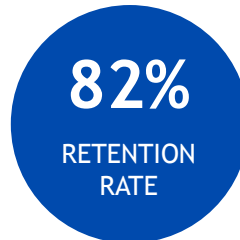
Nearly half of all ECE professionals in Colorado had a postsecondary or advanced degree.



One third of Colorado's ECE professionals were people of color.



As of the start of the 2020-2021 school year, more than 8 out of 10 had been employed in the ECE field the previous school year.



Stabilization Grants

Stabilization grants aim to steady the child care sector, sustain the child care workforce, and benefit families of young children by providing financial relief. The Child Care Operations Stabilization Grant helps offset existing operational expenses, and providers are encouraged to pass along financial relief to families in their care. The Workforce Sustainability Grant supports the recruitment and retention of qualified staff through new offerings.

Data

Total Applications	Percentage of all Licensed Providers Receiving Grants	Total Stabilization Grants Awarded (Operations and Workforce amounts)	Total Bonus Grants Awarded	Total Grant Funds Distributed	Remaining Stabilization Grant Funds
3,823	88.58%	\$242,062,363	\$30,789,324	\$272,851,687	\$0

- All 64 counties in Colorado received funding.
- Providers received additional bonus payments for serving infants and toddlers, serving children with disabilities, and serving children outside of regular business hours (before 6:00 am and after 6:00 pm as well as on weekends).

Free ECE 101 and 103 Coursework



This program provides the minimum coursework to become Early Childhood Teacher qualified. Professionals who want to start their careers in early childhood can enroll in ECE 1101, Intro to ECE and ECE 1103, Guidance Strategies and have their tuition and fees waived.

Allocations as of November 2022:

- \$4.4M total received in FY22/23
- \$2.2M allocated in FY22
- 472K allocated in FY23 (summer 2022)
- Total student enrollment is 3,126

Workforce

CDA Support Specialists



This activity funds CDA Support Specialists to focus on reaching and recruiting early childhood workforce members from under-represented or underserved communities. It also supports diverse members of the early childhood workforce to continue their education and have access to higher-paying jobs.

Allocations as of November 2022:

- \$4.1 million reimbursed
- \$3.8 million budget remaining
- 137 active participants of which 60 have completed 120 hours

Workforce
Workforce
Workforce
Workforce

Workforce: T.E.A.C.H. Scholarships

Workforce

The T.E.A.C.H. Early Childhood® Colorado Scholarship Program offers early childhood professionals a pathway to pursue higher education. The flexible T.E.A.C.H. scholarship models includes a variety of funding programs allowing recipients to earn early childhood credentials to bachelor's degrees.

Scholarship Allocations as of October 2022:

- \$315K awarded
- 123 scholarships recipients
- Of 62 completions
 - 24 Associate Degrees
 - 15 Bachelor's Degrees
 - 5 Colorado Director Certificates
 - 18 Other Certificates



T.E.A.C.H. Early Childhood Scholarship Models

- 📄 Early Childhood Credential Model (Formerly the Licensing Model)
- 📄 Associate Degree Model
- 📄 Director Qualification Model
- 📄 Bachelor's Degree Model
- 📄 Early Childhood Community Specialist Model

Additional Workforce Strategies

Workforce

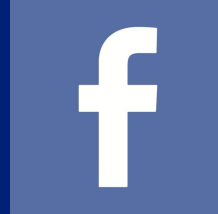


- Workforce Recruitment & Retention Programs (\$33,869,713)
- CCCAP Teacher Salary Increase (\$6,000,000)
- Apprenticeship Program (\$3,600,000)
- Teacher Peer Mentorship (\$561,696)
- Free Online Director Training (\$276,930)
- Online Equity Courses and Translations (\$560,929)
- Establish a Substitute Fund (\$1,203,668)
- PDIS Dashboard Modernization (\$200,000)
- PDIS Help Desk and Operations (\$4,744,130)

Thank You!

Keep in touch!
Questions?

lisa.roy@state.co.us



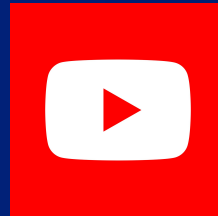
@COEarlyChildhood
@PrimerInfanciaCO



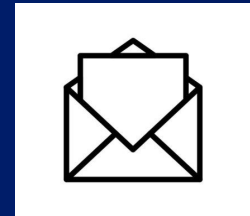
@COEarlyChild



COEarlyChildhood



Colorado Department of Early
Childhood



Newsletter
cdec.colorado.gov