



Cabinet Meeting

FRIDAY, DECEMBER 2, 2022





Welcome & Approval of Minutes

KIM MOORE, CHAIR





Workforce Development Advisory Group Core Competencies

LINDA LOGAN, KANSAS CHILD CARE TRAINING
OPPORTUNITIES (KCCTO)



Workforce Development Advisory Group Core Competencies December 2, 2022

Linda Logan
Kansas Child Care Training Opportunities



All In For Kansas Kids Strategic Plan

6.2.2 Revise, as appropriate, and align core competencies and the development of credentials across all early childhood care and education positions, drawing from national evidence-based practices and standards. Ensure they include knowledge and performance competencies that prepare professionals to support all children at all levels of ability



Workforce Development Advisory Subgroups

- Core Competencies
- Equity-Inclusion-Diversity
- Individualized Professional Development Plan and Self Assessment



CORE COMPETENCIES

**for Early Childhood and
Youth Development Professionals**
(Kansas and Missouri)

Core Competencies Subgroup Members

- Michelle Gilbert, Child Care Aware of Eastern Kansas
- Amy Gottschamer, Googols of Learning
- Eva Green, Family Child Care
- Berni Howe, K-State Center for Child Development
- Haley Hynek, KCCTO
- Misti Johnson-Olthoff, K-State Instructor, Applied Sciences
- Rachel Jury, KCCTO-KITS* Infant Toddler Specialist Network
- Kim Kennedy, Head Start Collaboration Office
- Hannah White, Kansas Children's Cabinet
- Natalie McClane, Kansas Department of Education
- Jennifer Pishny, Infant Toddler Specialist Network
- April Schuman, Family Child Care
- Megan Smith, Department for Children and Families
- Andrea Sorrels, Infant Toddler Specialist Network
- Teresa Thompson, Butler Community College

Steps taken in review of the KS/MO Core Competencies

Reviewed national core competencies and standards from:

- National Association for the Education of Young Children (NAEYC)
Professional Standards and Competencies for Early Childhood Educators
- Zero to Three (ZTT) *Critical Competencies for Infant-Toddler Educators*
- National Association for Family Child Care (NAFCC):
Quality Standards
- Division for Early Childhood of the Council for Exceptional Children (DEC)
Early Interventionist/Early Childhood Special Educator (EI/ECSE) Standards

Competencies Crosswalk With Other States

Iowa Competencies for Early Care & Education
Practitioners in Teaching Roles

Texas Core Competencies

Pennsylvania Professional Standards &
Competencies for Early Childhood Educators

Minnesota Knowledge & Competency Framework
for Early Childhood Professionals

Nebraska Core Competencies for Early Childhood
Professionals

Kansas/Missouri Core Competency Review

1. The direct care staff in early childhood have not consistently accessed the KS/MO Core Competencies.
2. The KS/MO Core Competencies are not user friendly with multiple levels of competencies and indicators, which often conflict with each other and the leveling is confusing.
3. Current Kansas professional development organizations that use the KS/MO Core Competencies for course development and approval are ready for a seamless process for both professional development and direct care staff.
4. More emphasis is needed to embed awareness equity-inclusion & diversity

Core Competency Subgroup Goals

- Build a connection between professional standards and practice
- Based on Bloom's Taxonomy, each level shows actionable competencies and a professional progression
- The core competencies would be a user-friendly tool for all levels in the early childhood workforce, agencies providing professional development, and higher education at the 2 year and 4-year levels.
- Promote quality care for Kansas children through ongoing professional development guided by the core competencies
- Create a network of collaboration and alignment between the registry, career pathways, IPDP* & Self Assessment, Equity-Inclusion-Diversity and Professional Development trainer and training systems.

**IPDP = Individualized Professional Development Plan*

Recommendations from Workforce Development Advisory Group, Core Competencies Subgroup

1. Adaptation of the Nebraska Core Competencies for Early Childhood Professional to the Kansas Early Childhood Core Competencies for use by Kansas early childhood workforce, professional development organizations, and higher education.
2. Joint statement from Kansas and Missouri representatives announcing the end of the KS/MO Core Competency partnership
3. Adaptation will be supervised by the Workforce Development Advisory Group, Core Competencies Subgroup
4. Funding is requested to support the adaptation work
5. Funding requested to work with a marketing agency to:
 - a) Create a user friendly and inviting format
 - b) Awareness campaign
 - c) Distribution and printing

Thank you!

Contact Information:

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RECOMMENDATION

The Kansas Children's Cabinet, in its role as the Early Childhood Advisory Council, recommends Kansas adapt the Nebraska Core Competencies for use by the Kansas early childhood workforce, professional development organizations, and higher education.

Core Competencies



CORE COMPETENCIES

- Motion
- Second
- Vote

- Sen. Renee Erickson
- LeEtta Felter
- DiAnne Owen Graham
- Deliece Hofen
- Monica Murnan
- Terri Rice
- Dr. Tyler Smith
- John Wilson
- Cabinet Chair, Kim Moore

Children's Cabinet





2022 Children's Cabinet Annual Report

MELISSA ROOKER & JESSICA SPRAGUE-JONES



VISION AND GOALS

- Reports the full scope of the Children's Cabinet's work in 2022
- Solution-focused
- Responsive to 5 central tenets:
 - Importance of Early Childhood
 - Workforce Elevation
 - Community Focus
 - Statewide Alignment
 - Support for Business

Annual Report



WORKFORCE ELEVATION

- Recruitment and Retention
 - Career Pathway for Early Childhood Care and Education
 - Core Competencies
 - Child Care Professional Appreciation Bonuses
- Professional Development
 - Workforce Registry

Our Progress



COMMUNITY FOCUS

- Kansas Communities in Action
- Child Care Accelerator
- Integrated Referral and Intake System
- Child Care Systems Improvement Team
- PDG Quality Subgrants

Our Progress



ALIGNMENT

- Kansas Early Childhood Governance Summit
- Governor's Council on Education
- Fingerprinting
- Kansas Early Childhood Data Trust
- Home Visiting Leadership Team Initiatives
- SNAP Changes

Our Progress



PROGRAM PROFILES

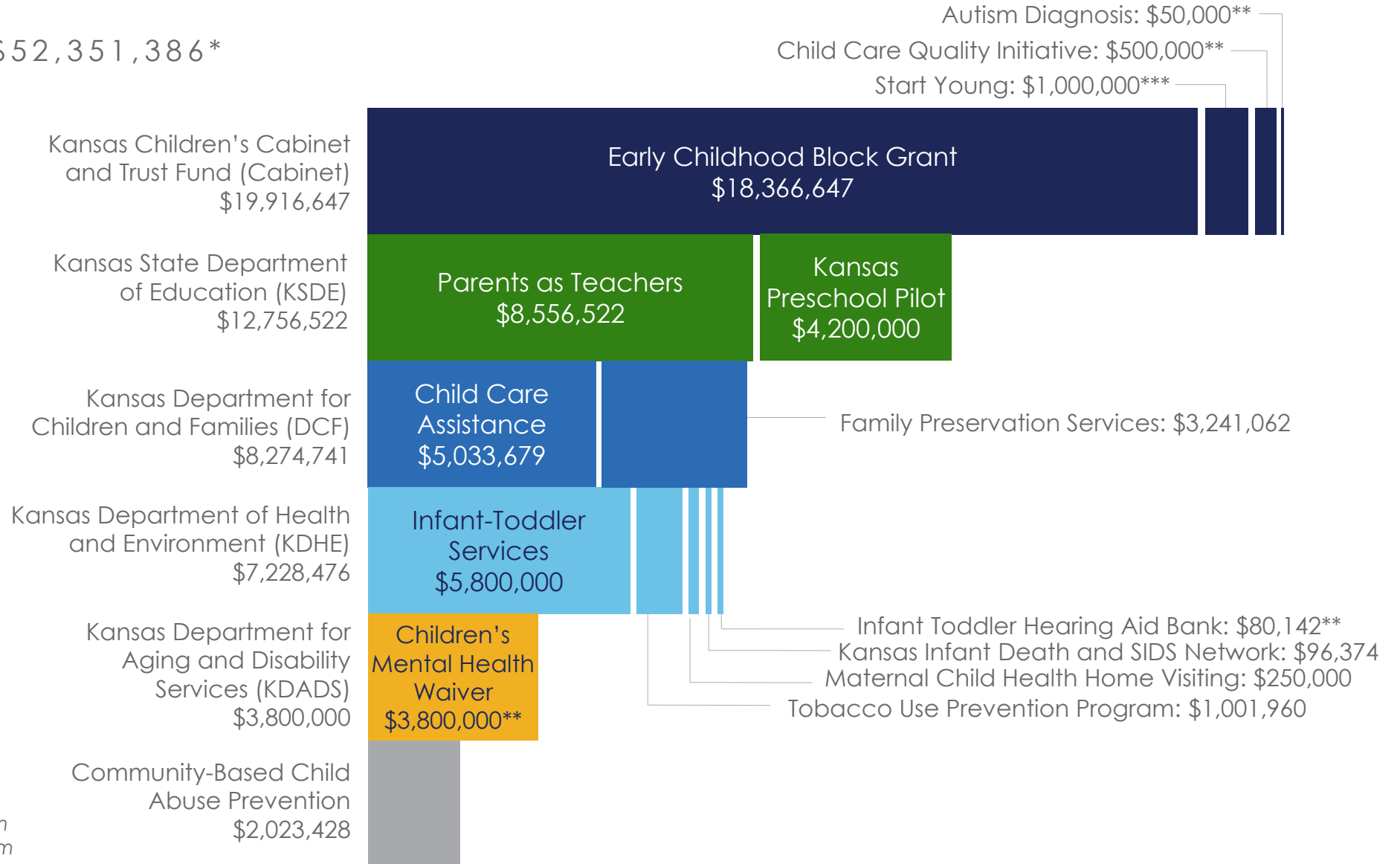
- Children's Initiatives Fund
- Early Childhood Block Grant
- Community-Based Child Abuse Prevention

Our Progress



FUNDING BY AGENCY AND PROGRAM

TOTAL FUNDING: \$52,351,386*



* Including \$375,000 allotted to the Accountability Fund
 ** Final year as a CIF-funded program
 *** Final year as a stand-alone line item

INITIATIVE SPOTLIGHTS

- Kansas Futures Forum
- Dolly Parton's Imagination Library Expansion
- Sunflower Summer
- Thriving Families, Safer Children Accountability Cohort
- Prevention Projects of the Kansas Future Fellows

Our Progress



INITIATIVES OVERVIEW

Initiative

What it is

What it does

Kansas Early
Childhood Data Trust

Data trust providing the legal, technical, and governance framework to ensure ethical data sharing among organizations and agencies

Integrated data enables systems-level analyses to understand short-, medium-, and long-term impact of services for children and families

Our Tomorrows

State-level, story-based collection of the experiences of Kansas families

Narrative data collection facilitates identification of trends and emerging opportunities for state and local action

Accountability Process

State-level multi-program evaluation

Annual evaluation of statewide programs funded by the Children's Initiatives Fund. Each multi-site program uses evaluation measures and methods appropriate to services and populations served.

Evaluations of Early Childhood Block
Grant and Community-Based Child
Abuse Prevention programs

Multi-site program evaluations

Shared measurement allows for site-level and program-level analyses.

Data for Impact



DATA FOR IMPACT

Kansas Early Childhood Developmental Services



99% of children with Individualized Family Service Plans demonstrated improved **positive social-emotional skills** or had skills comparable to same-aged peers

For families receiving child care subsidies over the course of the year, **68%** saw their household income increase



Accountability Process



KIDS Network



Over 96% of parents indicated the intention to follow one of three safe sleep practices (sleep position, sleep location, and crib items) following KIDS Network events

Family Preservation Services

Tier 1 participating families saw **96%** of children able to remain in the home and **99%** did not experience substantiated abuse or neglect during services

DATA FOR IMPACT



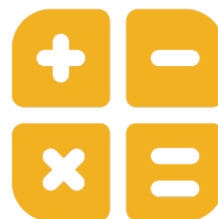
Children on track in social-emotional well-being



Children on track in language comprehension



Parents displaying positive parenting interactions



Children on track in numeracy

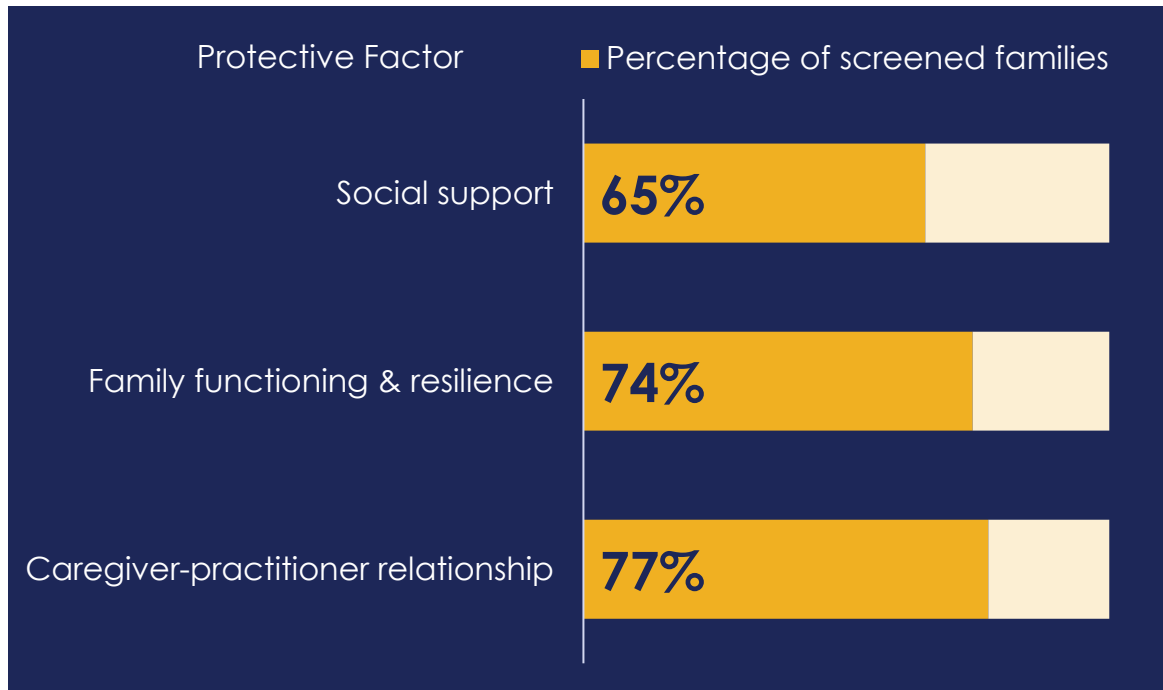


Early Childhood Block Grant



Classrooms achieving high-quality increased from **69%** to **76%** over the course of the school year.

DATA FOR IMPACT



Ripple Effects Mapping

- CBCAP providers:
 - fill social support gaps for the families they serve
 - use relationships to help families function better
 - promote systems transformation to prevent maltreatment

Community Based Child Abuse Prevention



OUR TOMORROWS

- Captures stories from Kansans to:
 - Better understand the context of personal experiences
 - Identify patterns that can inform program and policy design
- Family Strong sensemaking sessions
 - Identified existing service gaps
 - Elevated structural barriers to decision-makers
 - Identified local solutions to family challenges

Data for Impact



KANSAS EARLY CHILDHOOD DATA TRUST

- ECBG and the Prevention of Foster Care Removals
 - Parents enrolled in parent-centered services were 35% less likely to experience a removal after receiving services
 - Parent-centered services include home visiting, case management, and parent education
- Distinct Count of Children in Early Care and Education Services

Data for Impact



OVERVIEW

- Features some of the ways the Kansas Children's Cabinet is working to prioritize early childhood investments:
 - Partnering with Commerce
 - Learning from Other States
 - Early Childhood and Literacy
- Recommendations Summary

Our Children's Future



PARTNERING WITH COMMERCE

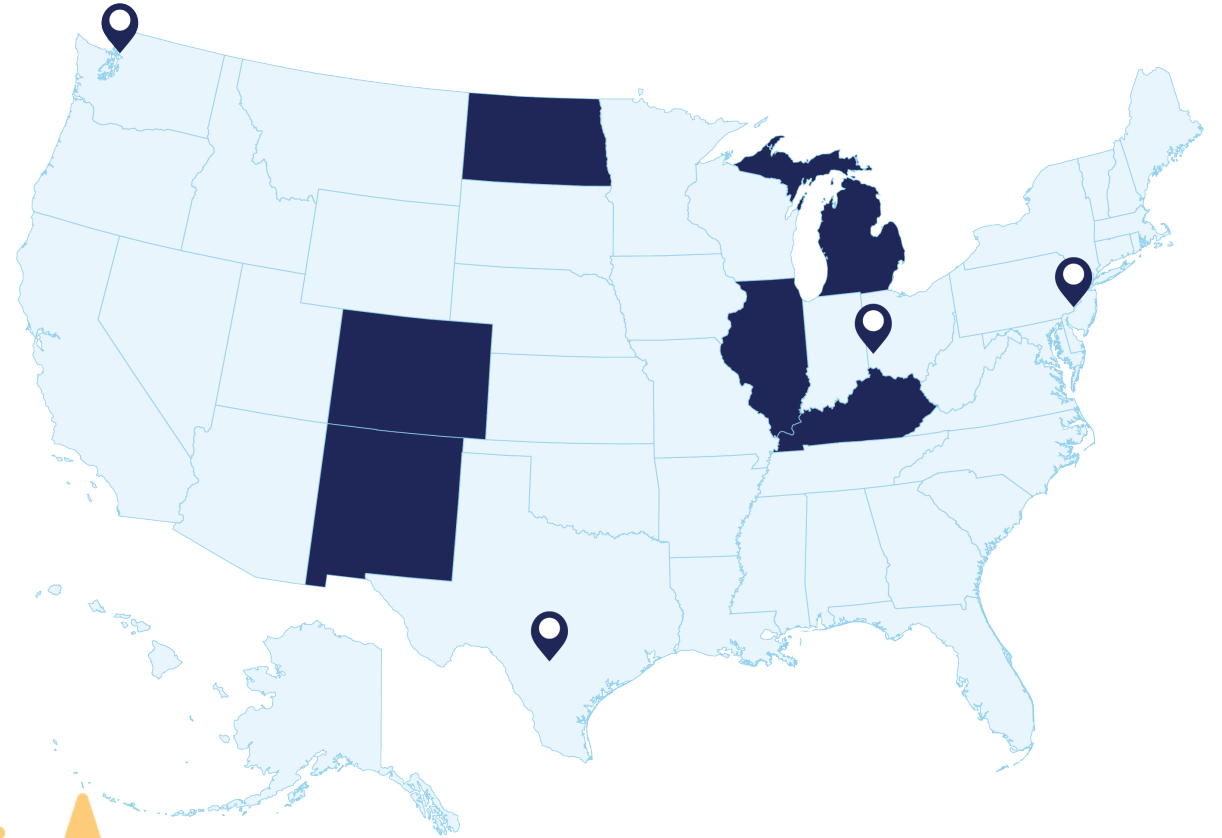
- Partnering to support increased access to child care as a mechanism for economic growth
 - Community conversations
 - Providing data and research on child care access
 - Consulting on business development and expansion projects
- Aligns with *All In* Goal 4: Private Sector Collaboration

Our Children's Future



LEARNING FROM OTHER STATES

- Support for Child Care Providers
- Community-led Funding Initiatives
- Partnerships with Employers



Our Children's Future



EARLY CHILDHOOD AND LITERACY

- Excerpt of a brief released earlier this year
- Articulates the critical importance of early childhood for literacy outcomes in grade school and beyond
- Early childhood education yields a 7%-14% return on investment in both national and Kansas-focused research

Our Children's Future



RECOMMENDATIONS

- Budget
- Home Visiting
- Dolly Parton's Imagination Library
- Early Literacy
 - Actions to Promote Childhood Literacy

Our Children's Future



ANNUAL REPORT

- Questions
- Discussion
- Recommendations

Discussion



2022 ANNUAL REPORT

- Motion
- Second
- Vote

- Sen. Renee Erickson
- LeEtta Felter
- DiAnne Owen Graham
- Deliece Hofen
- Monica Murnan
- Terri Rice
- Dr. Tyler Smith
- John Wilson
- Cabinet Chair, Kim Moore

Children's Cabinet





PDG B-5 Renewal Grant Update

MELISSA ROOKER



PDG UPDATE

- PDG Grant Submission
 - Submitted November 7, 2022
 - Grant Year: 12/30/2022-12/29/2023
 - Awards Up to \$4 million – 10 awards total
 - Kansas is one of 27 states eligible for the new planning grant
- Workforce Registry Update
- Career Pathway

Career Pathways



What is a Career Pathway?

A career pathway is a way to represent the career, support, and training options available to professionals practicing in the Early Childhood Care and Education (ECCE) system. This tool, which is a part of the [All In for Kansas Kids Strategic Plan \(Goal 6\)](#), recognizes the importance of high-quality early childhood experiences for children, families, communities, and the state. The career pathway guides professionals in the field towards resources and opportunities to support their professional goals.



Why does It matter?

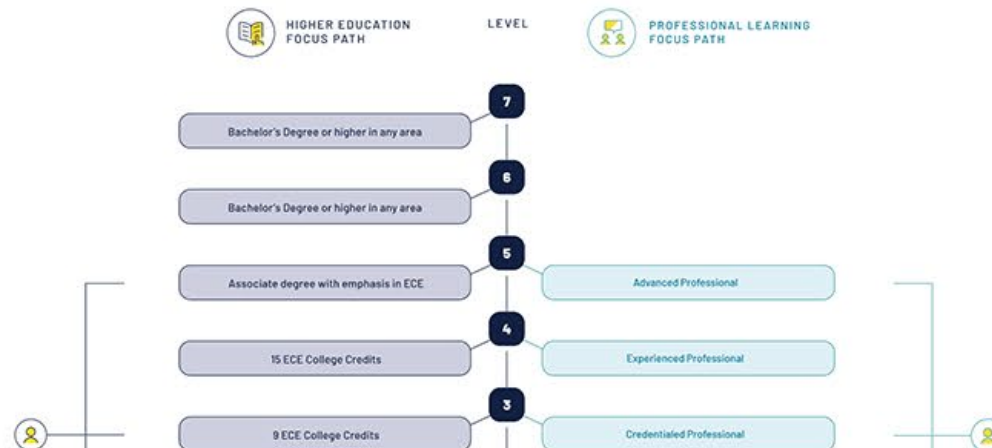
Growth and advancement are important considerations for any career. The Kansas ECCE Career Pathway is an optional resource which can help professionals identify steps they can take to ensure they have the knowledge, skills, and experience needed to fulfill their desired goals.

To make advancement more equitable and attainable, the career pathway brings together existing system offerings while creating multiple entry points.

Career Pathways

Using the Career Pathway tool.

Explore the different levels of the career pathway by clicking on the level that you'd like to know more about—whether your experience is through higher education or professional learning. Clicking on the related experience will display the details of that level.





Agency Updates



EX-OFFICIOS

- **Hannah White**

- Kansas Children's Cabinet and Trust Fund

- **Amanda Petersen**

- Kansas State Department of Education Designee

- **Janet Stanek**

- Kansas Department of Health and Environment Secretary

- **Tanya Keys**

- Kansas Department for Children and Families Designee

- **Dr. Karla Wiscombe**

- Kansas Board of Regents Designee

- **Justice Keynen Wall**

- Kansas Supreme Court Justice

- **Matthew Billinger**

- Juvenile Justice Oversight Committee Coordinator, Kansas Department of Corrections, Juvenile Justice Authority

Children's Cabinet





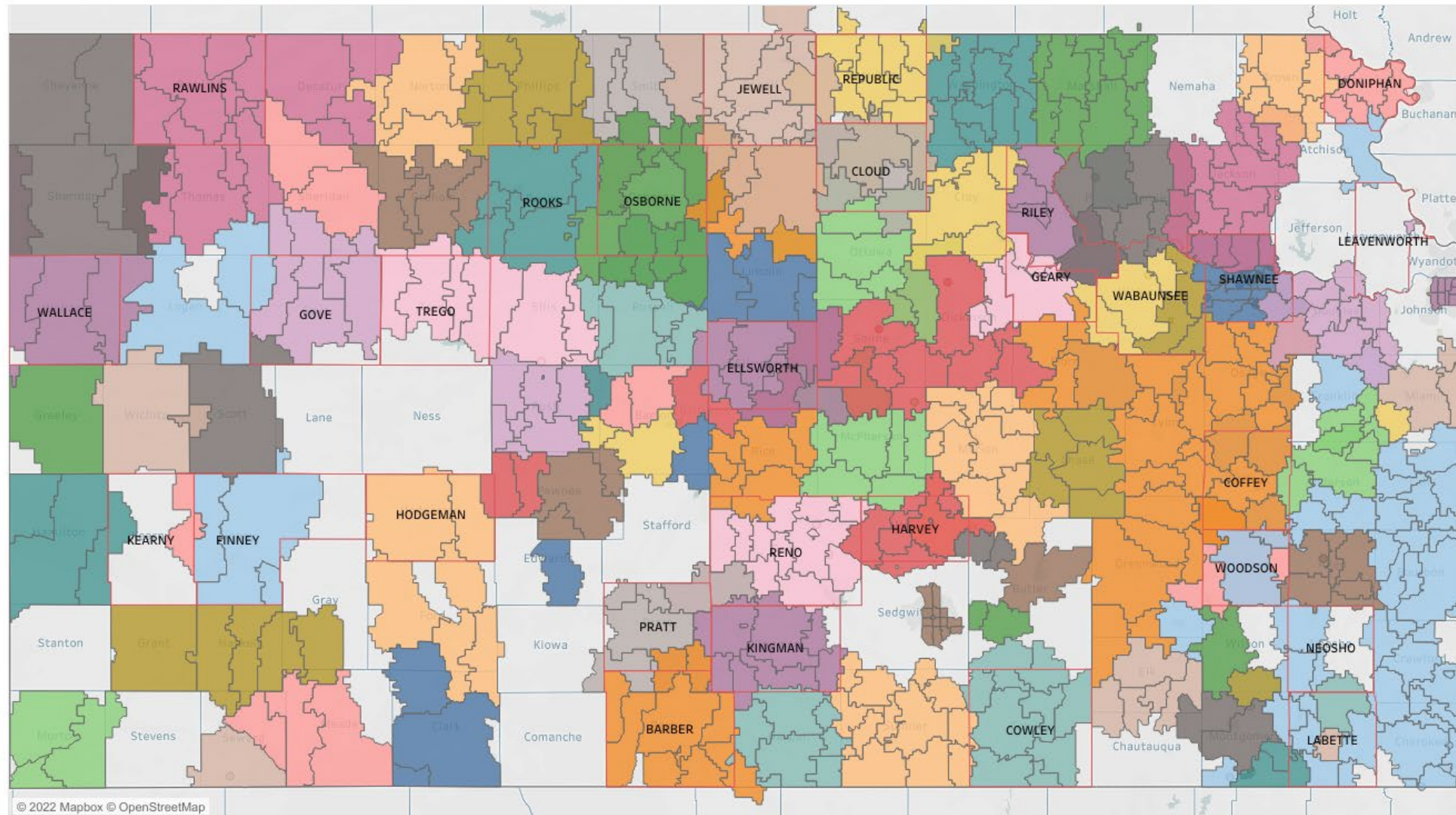
Director's Update

MELISSA ROOKER



DPIL KANSAS COUNTY COVERAGE

USA Coverage Area



State Affiliate
KS

- Mnemonic Key**
- KSALLEN
 - KSALTAMONT
 - KSASHLAND
 - KSATCHISON
 - KSBARBER
 - KSBROWN
 - KSBUTLER
 - KSCENTRALHEIGHTS
 - KSCCHASE
 - KSCLAY
 - KSCOFFEYVILLE
 - KSCOWLEY
 - KSCREST
 - KSDEERFIELD
 - KSDHFCHEYENNE
 - KSDHFCLOUD
 - KSDHFDECATUR

- County**
- ALLEN
 - ANDERSON
 - ATCHISON
 - BARBER
 - BARTON
 - BOURBON
 - BROWN
 - BUTLER
 - CHASE
 - CHEROKEE
 - CHEYENNE
 - CLARK
 - CLAY
 - CLOUD
 - COFFEY
 - COWLEY
 - CRAWFORD

UPCOMING MEETINGS

Cabinet meetings are held the first Friday of every other month from 9:00 am – 12:00 pm.

Next Meeting: February 3 *(Virtual)*

2023 Meeting Schedule

- February 3
- April 14
- June 2
- August 4
- October 6
- December 1

Children's Cabinet

