

# All In For Kansas Kids



## Early Childhood Recommendations Panel

**MEETING** JUNE 16, 2023



# WELCOME

**Thank you** for serving Kansas children, their families, and our state's early childhood care and education professionals!

This is a remote meeting.

- Today's meeting materials are posted on the [Panel Meetings webpage](#) on the Children's Cabinet site.
- Panel members will clearly identify themselves when they begin speaking.
- Panel members can use the "raise hand" feature to show they are ready to share.



# TODAY'S AGENDA

- Welcome
- Approval of June agenda
- Approval of May meeting minutes
- Kansans' Open Forum
- AIFKK Tactic Work Group Presentations
- Bright Spots
- Upcoming Meetings
- Adjourn



# ACTION ITEMS

*Panel members - please clearly identify yourself when you begin speaking to make and second a motion.*

- Approval of June agenda
- Approval of May minutes



# KANSANS' OPEN FORUM

*Kansans are encouraged to submit comments through the [Kansans' Open Forum Comment](#) Form by 5:00 p.m. the day preceding each meeting to share written comments or to sign up to share verbal comments with the Panel during this portion of the meeting.*



# AIFKK TACTIC WORK GROUPS

- **Strategy 4.2:** Promote family-friendly workplaces throughout the public and private sectors.
- **Tactic 6.1.1:** Develop recommendations to increase compensation and benefits for early childhood care and education professionals.
- **Tactic 6.1.5:** Document and address recruitment and retention challenges (includes all early childhood care and education professionals).
- **Tactic 7.1.2:** Study local zoning and homeowner associations across the state to identify laws that adversely affect the ability to operate a child care business in residential and commercial spaces.

**Presentations**



## STRATEGY 4.2

# Promote Family-Friendly Workplaces

**Family-Friendly  
Workplaces**



## SUBCATEGORIES

- 4.2.1 Identify and leverage resources, programs, and policies that bolster efforts to create family-friendly workplaces in Kansas.
- 4.2.2. Partner with employers to create family-friendly workplaces in Kansas.
- 4.2.3 Build commitment to create conditions that lead to safety, stability, and nurturing relationships

**Family-Friendly  
Workplaces**





# WORK GROUP MEMBERS

- **Bethany Samuel**, Kansas Department for Children and Families
- **Brenda Bandy**, Kansas Breastfeeding Coalition
- **Dannah Schatz**, Russell Child Development Center
- **Malissa Martin**, Communities In Schools of Mid-America
- **Mallory Arellano**, Newman University
- **Marites Altuna**, Kansas State School for the Blind
- **Tanya Bulluck**, Child Start
- **Tara Taylor**, USD470 Head Start
- **Tiffany Bartley**, Kansas Children's Service League

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# BACKGROUND INFORMATION

Reviewed resources and programs currently available in Kansas

- <http://first1000daysks.org/familyfowardks/>
- <https://www.uschamberfoundation.org/topics/early-childhood-education>
- <https://childstart.org/childcareforbusinesses/>
- <https://www.nmececd.org/wp-content/uploads/2023/02/Employers-Guide-to-Supporting-Employee-Jan-2023-Update.pdf>
- <https://www.kdhe.ks.gov/1225/KPoP-Workplace-Indicator-Dashboard>
- [heckmanequation.org](http://heckmanequation.org)
- [Boost Your Competitive Edge: Actions for a Healthy, Productive Workforce \(cdc.gov\)](#)

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Workplaces**



## TASK COMPLETED

- Met outside of Panel meetings
  - April 21
  - May 17
  - June 14
- Researched additional resources

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Workplaces**



## RECOMMENDATION 4.2.1

4.2.1 Identify and leverage resources, programs, and policies that bolster efforts to create family-friendly workplaces in Kansas.

### Recommendations:

1. Create a one-stop shop for information, policy examples, and HR support
2. Invest in existing programs to expand and enhance what has been created.

**Policies** – could be employee policies or legislative (paid leave)

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Workplaces**



## RECOMMENDATION 4.2.2

4.2.2. Partner with employers to create family-friendly workplaces in Kansas.

### Recommendation:

1. Kansas Children's Cabinet creates employer resources such as a stand-alone website that links to relevant groups, Departments of Commerce and Labor, and Society for Human Resources Management (SHRM); it includes an interactive state map that shows services available in a given area.

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Workplaces**



## RESOURCES 4.2.1 and 4.2.2

### Kansas Programs:

- **Family Forward Workplaces** - (Guide, sample policies, case studies, etc.)  
<http://first1000daysks.org/familyfowardks/>
- **Kansas Power of the Positive** -  
<https://www.kdhe.ks.gov/DocumentCenter/View/24297/Child-Care---A-Top-Priority-for-Employers-PDF>
- **WorkWell Kansas** - <http://workwellks.com/resources/>
- **CCDF Consumer Education** - [childcareinkansas.com](http://childcareinkansas.com) (under development)

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## RECOMMENDATION 4.2.3

4.2.3 Build commitment to create conditions that lead to safety, stability, and nurturing relationships

### Recommendation:

1. Kansas Children's Cabinet creates a business case campaign aligning with existing efforts for employers to invest in family-friendly workplace policies.
  - Business case – Justification for a proposed project or undertaking based on its expected commercial benefits.

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# PANEL DISCUSSION

Open for questions and discussions

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## NEXT STEPS

We recognize the first step is to bring all the parties (Kansas Programs) together to align and coordinate efforts to work with employers.

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## TACTIC 6.1.1

- Workforce Compensation & Benefits
- Shared definition of quality workforce/ compensation

Quality workforce compensation and benefits in early childhood education (ECE) refer to a competitive pay and benefits package that meets the needs of educators, aligns with other professional fields, and ensures continual growth through quality-based metrics and incentivizing professional development. Providing a clear career pathway with graduated compensation and benefits, securing sustainable funding through public and private intervention, and investing in a well-funded professional development system with the capacity to support career pathways and quality improvement initiatives.

### 6.1.1 Compensation



# WORK GROUP MEMBERS

Cornelia Stevens

Crystal Henry

Lisa Schmidt

Megan Smith

Hilary Koehn

Logan Stenseng

Dominique Lewis

Tricia Waggoner

## 6.1.1 Compensation



# BACKGROUND INFORMATION

## Challenges/barriers:

- High turnover ECE workforce
- Recruitment challenges
- Lack of career pipeline/growth opportunities: need to incentivize professional development
- Current revenue does not enable programs to sustainably pay for quality
- Access to quality care is being impacted.

## 6.1.1 Compensation



## TASKS COMPLETED

- Held interim meetings in between Panel meetings to discuss what resources/research existed, highlighted notable ideas and can share our list with Panel after compiling.
- Analyzing the compensation/benefits landscapes that exist
- Identified gaps in data/relationships that limit our ability to develop specific and measurable compensation and benefit recommendations

### 6.1.1 Compensation



## NEXT STEPS

- 6.1.1 Committee should continue, compensation/benefit recommendations issue is broad and needs more time allotted to develop specific strategies.
- Invite all relevant agencies and early childhood educators to the workgroup, compile a list of completed/ongoing projects to learn from and identify data gaps to developing a strong workforce compensation/benefits plan.
- Follow-up on research with Kansas cost of quality project (How can we build off their research, prevent duplication of work).
- Attend the ECE Transitions Task Force community engagement meetings to elevate/learn about communities' perspectives regarding ECE workforce development

### 6.1.1 Compensation



## PANEL DISCUSSION

What are other workforce compensation related projects and leaders in Kansas we should invite to the workgroup?

How can individuals in the ECE field be included in the development of workforce compensation/benefits solutions?

### 6.1.1 Compensation



## TACTIC 6.1.5

Tactic 6.1.5: Document and address recruitment and retention challenges (includes all early childhood care and education professionals).

- We took out the benefit/wage/compensation piece and looked at what we had left.
- We researched several articles on the topics.

### 6.1.5 Recruitment & Retention





# WORK GROUP MEMBERS

Amy Gottschamer-Group Lead  
David Lindeman  
Hannah White  
Jennifer Forker  
Jennifer Francois  
Jennifer Whiteford Houk  
Heather Schrotberger  
Kimberly Kennedy

Natalie McClane  
Nichelle Adams  
Patty Peschel  
Reva Wywadis  
Stephanie Parks

**6.1.5 Recruitment &  
Retention**



# BACKGROUND INFORMATION

The group spent most of our time asking ourselves:

1. What increases recruitment and retention?
2. What decreases recruitment and retention?

We found we need to change the perception of the work we do, improve the mental health supports of current providers, help them feel like professionals, provide them opportunities for advancement, and that providers want to feel respected.

## 6.1.5 Recruitment & Retention



## SOME OF THE MAJOR IDEAS WE DISCUSSED INCLUDED:

- Standing up a mentorship structure using child care providers
- Involvement in marketing campaign (advisory capacity-Recruitment)
- KAIMH endorsements—includes reflective supervision, might be a way to lean into mentoring, but also offering professional opportunities to director providers that might make them want to stay in the field
- Funding for communities that already have sub-pools stood up, earmarked for Family Child Care providers, to enable them to participate in professional local, regional, or state boards.

### 6.1.5 Recruitment & Retention



## SOME OF THE MAJOR IDEAS WE DISCUSSED INCLUDED:

- Can there be alignment between the McCormick National Director's Credential, the KSAEYC Director's Credential, and the Credential level laid out in the Career Pathway to induce Recruitment and Retention?
- Create a Mental Health toolkit for Providers and Directors with suggestions and resources.
- Systems level change at DCF that would allow for more licensed programs to become eligible for Add-On payments to facilities related to program quality, like the program currently in use with Head Start. (Allowing for better ratios, plan time, lower stress, higher retention).

### 6.1.5 Recruitment & Retention



## TASKS COMPLETED

We documented recruitment and retention challenges and addressed some possible solutions.

### 6.1.5 Recruitment & Retention



## NEXT STEPS

- We would like to further explore the possibility of add-on payments to facilities for quality, through DCF, by pulling in outside experts, including DCF and other partners.
- Develop a spreadsheet of current recruitment and retention challenges and solutions for the future use of others.

### 6.1.5 Recruitment & Retention



## PANEL DISCUSSION

Is there anyone else you would like to see at the table?

**6.1.5 Recruitment &  
Retention**



## TACTIC 7.1.2

Tactic 7.1.2: Zoning and Other Regulations that impact the Operations of Child Care Businesses

<https://kschildrenscabinet.org/all-in-for-kansas-kids/strategic-plan/goal-7-quality-and-environments/strategy-7-1/>

**7.1.2 Zoning**





# WORK GROUP MEMBERS

- **Member List**

- Emily Barnes
- Eldonna Chesnut
- Kelly Davydov
- Jarvis Doleman
- Tabitha Ewing
- Christie Wyckoff
- Subject Matter Expert joining from DCF
  - Ly Tran [ly.tran2@ks.gov](mailto:ly.tran2@ks.gov)

## 7.1.2 Zoning



# BACKGROUND INFORMATION

- Zoning restrictions are a barrier for many child care providers across KS – especially to home child care providers
- Planners (city and/or county) don't always consider the impact on child care providers when creating new zoning regulations
- Zoning regulations often have a disparate impact on the income of the occupant – or in this case home childcare provider
- Opted to only address zoning regulations this year

## 7.1.2 Zoning



# TASKS COMPLETED

- Reviewed zoning information gathered – (Johnson County information and other KS information)
- Discussed creating a crosswalk of zoning information and child care regulations
- Asked for a survey to go out to child care providers statewide regarding their understanding/perception of zoning restrictions - survey has been released however data not yet available.
- Researched American Planning Association for links to child care
- Discussed how to gather data on home owners associations (HOA's) that negatively impact childcare providers

## 7.1.2 Zoning



# RECOMMENDATION

- Encourage the Statewide GO Team and the Childrens' Cabinet to make reducing zoning restrictions a priority issue
- Collaborative work should be undertaken by these groups with the Kansas Chapter of the American Planning Association regarding policy work
- Collaborative work should be undertaken by these groups with large developers and planners to create model zoning regulations that are child care friendly

## 7.1.2 Zoning



## NEXT STEPS

The workgroup plans to continue to work on this issue

- review survey results
- Create talking points for providers and advocates to utilize when talking to city/county planners, city councils and others
- Consider the zoning and child care regulations crosswalk creation
- Start researching HOAs and how best to gather information from them

### 7.1.2 Zoning



## PANEL DISCUSSION

Other suggestions for impacting zoning restrictions?

Ideas on how to obtain information from HOA's?

**7.1.2 Zoning**

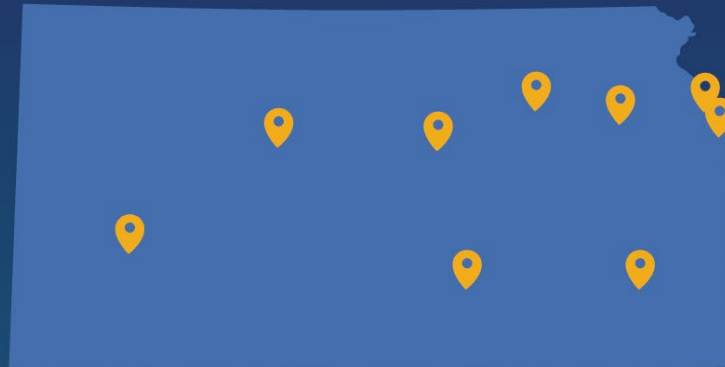


# UPCOMING MEETINGS



## Kansas Early Childhood Transition Task Force

### Community Engagement Tour



**Tuesday, June 27th**

9AM: Chanute

2PM: Wichita

**Wednesday, June 28th**

9AM: Garden City

2PM: Hays

5PM: Salina

**Thursday, June 29th**

9AM: Manhattan

1PM: Topeka

**Friday, June 30th**

10AM: Overland Park

1PM: Kansas City

The Task Force will visit nine cities across the state to discuss successes and challenges affecting the early childhood sectors in each community. These meetings are open to the public. Participants will engage in facilitated discussions designed to generate feedback on how the state is administering early childhood programs and how Kansans interact with the state's governance system.

# UPCOMING MEETINGS

- July 21
- August 18
- September 15
- October 20
- November 17
- December 15
- January 19
- February 16
- March 22
- April 19
- May 17
- June 21

**2023-2024 Panel  
Meeting Schedule**





# UPCOMING MEETINGS AND BRIGHT SPOTS

**\*\*Bright Spots – Panel members are invited to share\*\***

**Reminder:** 2023-2024 Agenda Items

- [Agenda/Resource form](#) available on Panel SharePoint Hub

**Upcoming Meetings** (all via Zoom):

- Children's Cabinet and Trust Fund meeting (special meeting to approve the Child Care Capacity Accelerator Grants) – Friday, June 23, 1:00 p.m. - 3:00 p.m.





# Adjourn





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**Stay Up to Date**





# Core Competencies for EC Professionals



HALEY HYNEK & LINDA LOGAN, KCCTO



# Kansas Community Data Dashboard

SARA GARDNER, KU-CPPR

