

# KANSAS EARLY CHILDHOOD RECOMMENDATIONS PANEL

Monthly Meeting Minutes  
Friday, June 16, 2023



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Visit the [Children's Cabinet website](#) for meeting materials and the [YouTube recording](#).

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## Members Present

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Nichelle Adams, DCF  
Marites Altuna, Kansas Deaf-Blind Project/Kansas  
State School for the Blind  
Mallory Arellano, Newman University  
Brenda Bandy, Kansas Breastfeeding Coalition  
Emily Barnes, Barnes Childcare  
Tanya Bulluck, Child Start  
Asiya Foster, MARC  
Amy Gottschamer, Googols of Learning  
Crystal Henry, Family Conservancy  
Kim Kennedy, DCF-HSCO  
Hilary Koehn, Kansas Parents as Teachers  
Association  
Malissa Martin, CIS of Mid-America  
Natalie McClane, KSDE  
Lindsay Orion, KU CPPR  
Patty Peschel, KCCTO  
Melissa Rooker, KSDE  
Bethany Samuel, DCF  
Dannah Schatz, Russell Child Development Center  
Lisa Schmidt, Women's Community Y  
Logan Stenseng, Thrive Allen County  
Cornelia Stevens, TOP Early Learning Centers  
Tara Taylor, Head Start and Local Education  
Agency  
Tricia Waggoner, KDHE  
Hannah White, KSDE  
Christie Wyckoff, KCCTF  
Reva Wywadis, Child Care Aware of Eastern  
Kansas

## Minutes

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### Welcome

Cornelia Stevens called the meeting to order with a quorum present, described processes for a remote meeting, and directed participants to the [Kansas Children's Cabinet and Trust Fund website](#) for meeting materials.

### Meeting Agenda

The June agenda was amended to remove the presentation from the Child Care Systems Improvement Team. Tanya Bulluck moved to approve the amended June agenda and Natalie McClane seconded, with a unanimous vote to approve the agenda as presented.

### May 19, 2023 Meeting Minutes

Hannah White moved to approve the May minutes and Tricia Waggoner seconded, with a unanimous vote to approve the minutes as presented.

### Kansans' Open Forum - Written and Verbal Comments

Kansans are encouraged to submit comments through the [Kansans' Open Forum Comment Form](#) by 5:00pm 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. No comments submitted.

### Tactic Work Group Strategy 4.2: Family Friendly Workplaces

Cornelia introduced Bethany Samuel to present on Strategy 4.2. This work group has been focusing on and addressing the following subcategories; 4.2.1 Identifying and leveraging 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, and 4.2.3 Build commitment to create conditions that lead to safety, stability, and nurturing relationships. They provided a list of reviewed resources and programs that are currently available in the state of Kansas, several of which are national resources. Including but not limited to Kansas Power of the Positive, First 1,000 Days Kansas, WorkWell Kansas, and Child Start Child Care for Business. The following recommendations have been shared by the Strategy 4.2 Tactic Work Group. Recommendations aligning with 4.2.1: 1. Create a one-stop shop for information, policy examples, and HR support and 2. Invest in existing programs to expand and enhance what has been created; 4.2.2: Kansas Children's Cabinet creates employer resources such as a stand-alone website that links to relevant groups, Department of Commerce and Labor, and Society for Human Resources Management (SHRM); it includes an interactive state map that shows services available in any given area; 4.2.3: Kansas Children's Cabinet creates a business case campaign aligning with existing efforts for employers to invest in family-friendly workplace policies.

Suggestion made to bring in home visitors to play a part in collecting/interpreting information on employee needs within their role and then speak those needs to employers. Panel members were excited about these recommendations and felt they could naturally be placed within the system and will fit well into the current Strategic Plan. Melissa Rooker plans to provide additional feedback for recommendation refinement and continued work.

### Tactic Work Group Tactic 6.1.5: Recruitment and Retention

Cornelia introduced Amy Gottschamer to present on Tactic 6.1.5. This work group started with a lot of brainstorming/digesting articles on the topic and they found it difficult to weed out the full compensation piece since another Tactic Group was already covering that. The group spent most of their time asking themselves: 1. What increases recruitment and retention? and 2. What decreases recruitment and retention? They found they first needed to change the perception of public about the work early childhood providers do, improve mental health supports of current providers, help the providers to feel like professionals, offer them opportunities for advancement, and to enhance the public's perception and respect for the providers. The major ideas discussed by this work group were mentorship structure, marketing campaigns, KAIMH endorsements, current community sub-pools, alignment of credentials, creating a mental health toolkit, and systems level change. They would like to further explore the possibility of add-on payments to facilities for quality, through DCF, by pulling in outside experts to assist in developing a spreadsheet of current recruitment and retention challenges and solutions for the future use of others.

The Panel appreciated that the work group expanded the definition of compensation outside of just pay. Overall, there was excitement from the Panel in regards to these recommendations, especially from the child care professionals.

### Tactic Work Group Tactic 7.1.2: Zoning

Cornelia introduced Emily Barnes to present on Tactic 7.1.2. This work group was charged with zoning and HOA but decided to strictly focus on zoning this year. Zoning restrictions are a barrier for many child care providers across Kansas, especially to home child care providers. Planners don't always consider the impact on child care providers when creating new zoning regulations and those regulations often have a disparate impact on the income of the occupant, or in this case the home child care provider. This work group reviewed zoning 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, and researched American Planning Association for links to child care. Their current recommendations would be to encourage the statewide GO Team and the Children's Cabinet to collaboratively make reducing zoning restrictions a priority issue with the Kansas Chapter of the American Planning Association. The collaborative work should be used to look into policy work and to create model zoning regulations that are child care friendly. Their next steps are to review survey results, create talking points for providers and advocates to utilize when talking to city/county planners, consider the zoning and regulations crosswalk creation, and start researching HOAs.

The Panel offered several suggestions of groups and organizations for this work group to connect with to help refine their recommendations. Melissa Rooker offered some insight and suggested that the Panel create a guide to Best Practices to help other involved entities understand how they are creating conflict that makes it harder to solve issues that they believe to be important.

A Colorado law was passed in 2020, [Senate Bill 20-126](#), in relation to zoning which effectively amended Section 38-33.3-106.5 of the Colorado Common Interest Ownership Act. According to the new law, an association may not prohibit the operation of a licensed family child care home.

### [Tactic Work Group Tactic 6.1.1: Compensation and Benefits](#)

Cornelia presented on Tactic 6.1.1. This work groups defines quality workforce compensation and benefits in early childhood education (ECE) as competitive pay and benefits packages that meet the needs of educators, aligns with other professional fields, and ensures continual growth through quality-based metric 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. The challenges and barriers that exist that make it necessary to have this work group are high turnover in the ECE workforce, recruitment challenges, lack of a career pipeline/growth opportunities, current revenue that does not enable programs to sustainably pay for quality, and access to quality care is being impacted. This work group has held interim meetings in between Panel meetings to discuss what resources/research exist, highlighted notable ideas and plan to share this list with the Panel after fully compiling. They also analyzed the current compensation and benefits landscapes that exist and identified gaps in the data and relationships that limit the ability to develop specific and measurable compensation and benefit recommendations. Their future plans are to connect with other relevant agencies, early childhood educators, and other work groups working on this subject (i.e. Kansas Cost of Quality project) to figure out how to build off of their current knowledge and research to prevent duplication of work.

The Panel spoke to the similarities between Compensation & Benefits and Recruitment & Retention and how these groups can work together to bring forth valuable and unique recommendations.

### [Kansas Early Childhood Transition Task Force: Community Engagement Tour](#)

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. The meeting schedule is as follows:

- Tuesday, June 27, visiting Chanute (9am) and Wichita (2pm)
- Wednesday, June 28, visiting Garden City (9am), Hays (2pm) and Salina (5pm)
- Thursday, June 29, visiting Manhattan (9am) and Topeka (1pm)
- Friday, June 30, visiting Overland Park (10am) and Kansas City (1pm)

## Panel Updates

Cornelia shared the new 2023-2024 Recommendations Panel meeting schedule.

2023

- July 21<sup>st</sup>
- August 18<sup>th</sup>
- September 15<sup>th</sup>
- October 20<sup>th</sup>
- November 17<sup>th</sup>
- December 15<sup>th</sup>

2024

- January 19<sup>th</sup>
- February 16<sup>th</sup>
- March 22<sup>nd</sup>
- April 19<sup>th</sup>
- May 17<sup>th</sup>
- June 21<sup>st</sup>

## Bright Spots

- Tanya Bulluck, had a phone conversation yesterday with a reporter from the Boston Globe who are looking to do a mini-series on their Child Care and Workforce crisis and want to use Kansas as one of the model states to look after to see what they can learn and share back with their legislature. Anyone who is interested in speaking with the reporter please reach out.
- Amy Gottschamer, coming up on our 15 year anniversary at Googols of Learning and are having a big birthday party this weekend! 800 invites went out to current and former families and staff. Food trucks will join the event as well as a local company that does a pop-up playground. We are excited to celebrate!
- Malissa Martin, as of July 1<sup>st</sup> Communities and Schools of Mid-America will become Sparkwheel and our website will be Sparkwheel.com. We are disaffiliating with our national network, whom we still love, to be better positioned to do our work.

## Upcoming Meetings: (all via Zoom)

- Children’s Cabinet and Trust Fund Special Meeting to approve Child Care Capacity Accelerator Grants – Friday, June 23, 1:00 p.m. – 3:00 p.m.
- Early Childhood Recommendations Panel – Friday, July 21, 9:00 a.m. -11:30 a.m.

## Adjournment

Meeting adjourned at 10:29am.