

# All In For Kansas Kids



## Early Childhood Recommendations Panel

**MEETING** JULY 21, 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 PART 1

- Welcome
- Approval of July agenda
- Approval of June meeting minutes
- Kansans' Open Forum
- Panel Overview
- Panel Meeting Procedures
- Panel SharePoint Hub



# TODAY'S AGENDA

- AIFKK Tactic Work Group Overview
- From Idea to Recommendation
- 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 July agenda
- Approval of June 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.*



# All In For Kansas Kids



Welcome & Panel  
Overview

MELISSA ROOKER, KCCTF EXECUTIVE DIRECTOR



# STATE-LEVEL COORDINATION

The 2019 Kansas Statewide Early Childhood Care and Education Needs Assessment finds that greater systems alignment is needed to fully realize an efficient and robust early childhood care and education infrastructure. This informs **Goal 1: State-Level Coordination**, of the [\*All in for Kansas Kids Strategic Plan\*](#), which outlines the steps needed to ensure the early childhood care and education system is structured and aligned for maximum impact.



## State-Level Coordination

## Panel Overview



# ADVISORY COUNCIL

Kansas [Executive Order 20-02](#) designates the Kansas Children's Cabinet and Trust Fund ("Children's Cabinet") as the State Advisory Council on Early Childhood Education and Care.

- It states, "In order to support the Cabinet in fulfilling [these duties], the Cabinet shall convene and maintain a panel of volunteers ("the Panel") with demonstrable early childhood expertise to operate at the pleasure of the Cabinet in an advisory role. The Executive Director of the Kansas Children's Cabinet and Trust Fund shall coordinate the activities of the Panel on behalf of the Cabinet. The Kansas Children's Cabinet and Trust Fund shall provide ongoing direction to the Panel, delineating areas in which it would benefit from the Panel's expertise and establishing responsibilities, governance, and reporting structures as it finds beneficial."

## Panel Overview



## ROLE OF THE PANEL

The Kansas Early Childhood Recommendations Panel is an **advisory group** to the Kansas Children's Cabinet and Trust Fund. It plays a key role in enabling our state to implement the *All in for Kansas Kids* strategic plan, respond to challenges, elevate recommendations from communities and stakeholders, and make key decisions to help us achieve the vision outlined in our strategic plan.

Panel Overview



# All In For Kansas Kids



Meeting Procedures

CORNELIA STEVENS, CHAIR



# KANSAS OPEN MEETINGS ACT

EO 20-02 requires the Panel to be subject to the **Kansas Open Meetings Act**:

- “A representative government is dependent upon an informed electorate.” The policy of the State of Kansas is that “meetings for the conduct of governmental affairs and the transaction of governmental business be open to the public” (K.S.A. 75-4317).
- Review the Kansas Attorney General’s Frequently Asked Questions at <https://ag.ks.gov/open-government/koma-faq>.

**Meeting Procedures**



# OPEN FORUM PROCEDURES

## Typical procedures for the Kansans' Open Forum shall be as follows:

- Each speaker shall be allowed to speak for three minutes.
- Panel members may ask clarifying questions of the person making the presentation. The speaker will have up to one minute to respond. The presiding officer may grant additional time.
- Information may be submitted to the Panel in written and electronic form. This information shall be included in the meeting minutes.
- Following the Kansans' Open Forum portion of the agenda, the presiding officer will acknowledge the participants and announce that the Panel will determine if any of the issues will be addressed at future meetings.
- In the event of a meeting conducted virtually, the Panel may require that it will only accept written comments. The posted agenda shall outline the procedures for providing written feedback.

**Meeting Procedures**



# VOTING PROCEDURES

## Voting:

- The Panel will strive first for consensus in decision making.
- If consensus is not possible, participants may call for a vote.
- Each Panel member is entitled to one vote on each matter submitted to a vote.
- A vote of **two-thirds** of those members present is necessary to approve any formal action taken by the Panel pursuant to Article 4: Panel Actions.
- The votes of Panel members participating virtually shall be included on matters submitted to a vote.

Meeting Procedures



# PANEL RECOMMENDATIONS

**Recommendations** will include the following:

- Clear identification of the entity that will receive the recommendation
- Background information explaining the issue that includes:
  - Description of how considerations of equity have informed this recommendation
  - Description of how Kansas families have shaped this recommendation
  - Description of the councils, committees, or workgroups with expertise, experience, or jurisdiction related to the issue

**Meeting Procedures**



## SYSTEM COLLABORATION

- The Panel may contact other councils, committees, and workgroups with expertise, experience, or jurisdiction related to a particular issue **to share information gathered and identify opportunities for further progress.** The Panel may also contact other councils, committees, and workgroups **to request additional information or feedback** on draft recommendations.
- The Panel may provide recommendations, information, or requests for information or feedback at any point during the year. The Panel will provide an annual report summarizing its work to the Kansas Children's Cabinet and Trust Fund.

**Meeting Procedures**



## PANEL SHAREPOINT HUB

- **Meeting Materials** (agendas, minutes, recordings, resources)
- **AIFKK Tactic Work Groups** (overview, resources, meeting notes)
- **News/Updates** – Panel updates, webinars, ECCE system updates

**Panel Resources**



# All In For Kansas Kids



## AIFKK Workgroups Overview



# 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

## 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**



## 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)

**Family-Friendly  
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.

**Family-Friendly  
Workplaces**



## 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.

**Family-Friendly  
Workplaces**



## 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.

**Family-Friendly  
Workplaces**



## 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



# 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



## 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



## 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 and websites on the topics.

### 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:

- 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



## 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.
- We have a draft spreadsheet of current recruitment and retention challenges and solutions for the future use of others. We are thinking a home for it could be on the All In for Kansas Kids Website under the Strategic Plan, perhaps. But we are still looking for suggestions.

### 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**



# 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



# UPCOMING MEETINGS

- 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**





# From Idea to Recommendation

SARA GARDNER, KU CPPR



# A WORD ON SYSTEMS CHANGE...

## Elements

- Most noticeable; least important
- Changes = Fewest effects

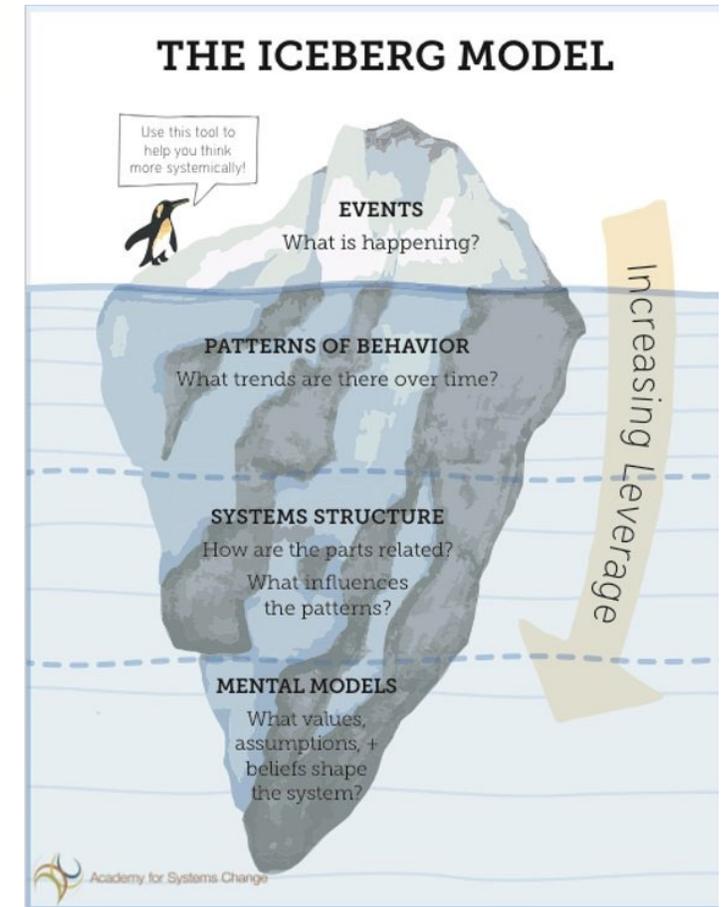
## Interconnections

- Relationships that hold systems together
- Operate through flows

## Purpose/Function

- Least obvious
- Most crucial determinant for behavior
- Changes = drastic impact

**ECCE System**

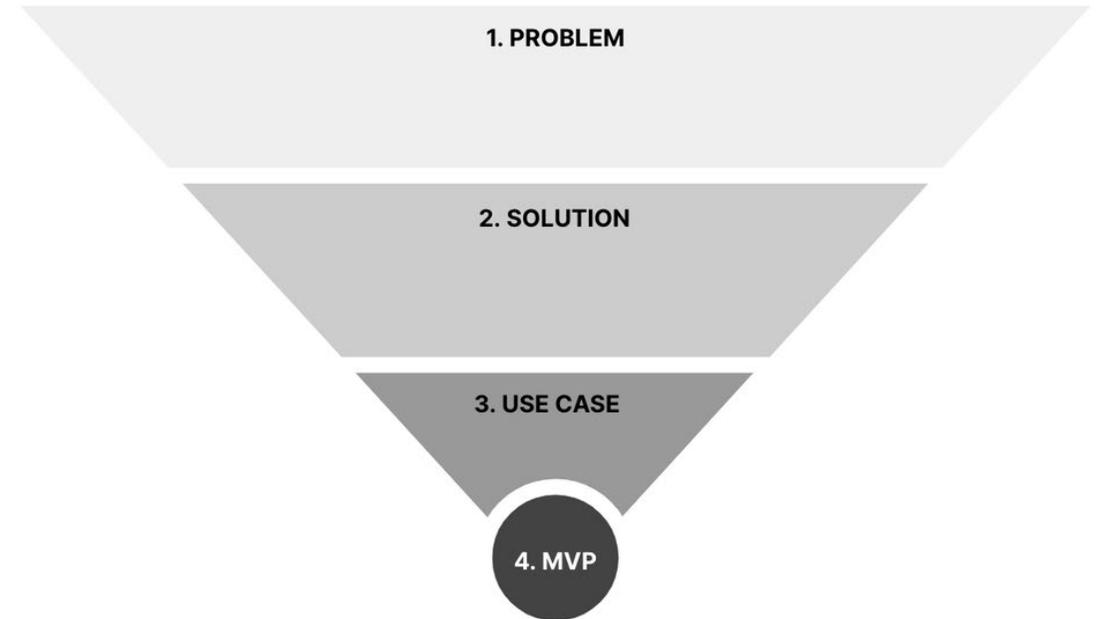


Sources: *Thinking in Systems* by Donella Meadows & Academy for Systems Change

# FROM IDEA TO RECOMMENDATION

## Identify the Problem

- What is the specific problem?
- Who does the problem effect?
- When does this problem present itself? Do you have proof?
- Where does this problem occur?
- Why does this problem occur? Why is it recurring?

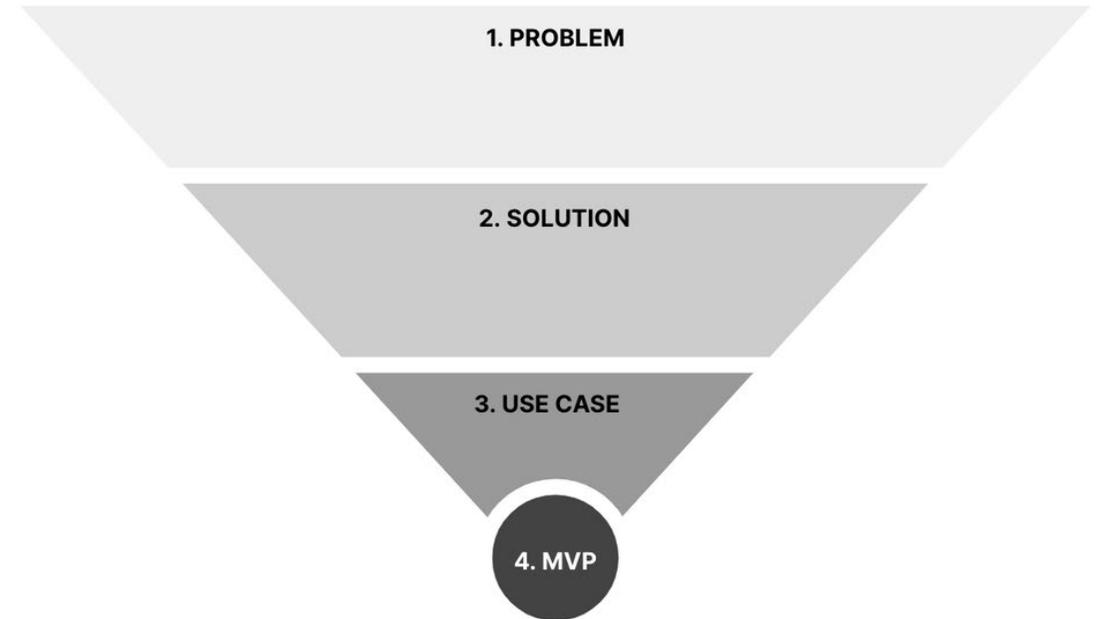


What to Solve?



# FROM IDEA TO RECOMMENDATION

- Pick a WHO
- Map their Experience
- Identify a Solution Point
- Build a Use Case
- Test/Iterate/Refine



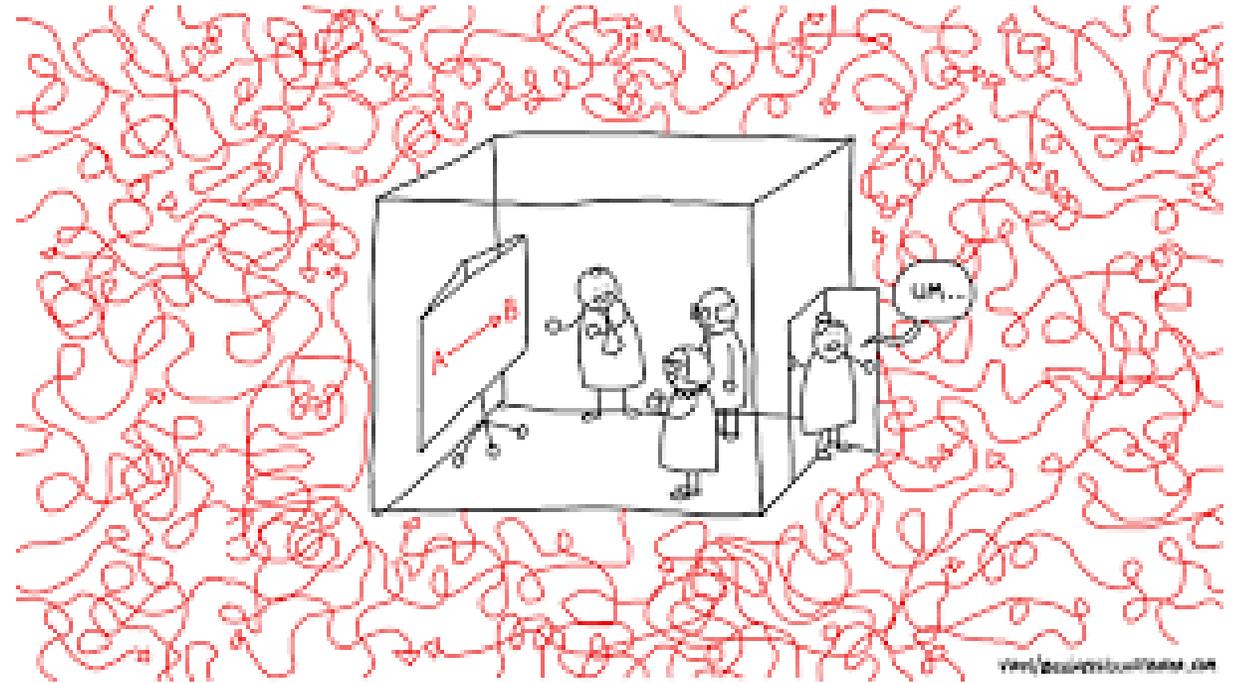
What to  
Recommend?



# FROM IDEA TO RECOMMENDATION

## Writing the Recommendation

- Understand Landscape and Pathways
- Talk with Governance Group(s) Peers
- Cabinet Staff and Support Staff as Sounding Board



**Support**



# 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 – Friday, August 4, 9:00 a.m. – 12:00 p.m.





# Adjourn





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