

# All In For Kansas Kids



## Early Childhood Recommendations Panel

**MEETING** APRIL 18, 2025



# 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 April Agenda
- Approval of March Meeting Minutes
- Kansans' Open Forum
- *All in For Kansas Kids* Strategic Plan Progress Update
- Career Pathway Update
- CTE Certificates
- Work Group Reports
- Bright Spots & Upcoming Meetings
- Adjourn (*work groups will meet following meeting*)

## ACTION ITEMS

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

- Approval of April agenda
- Approval of March 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



## *All in For Kansas Kids Strategic Plan Progress Update*

MEGHAN KLUTH, KU-CPPR



# PRESCHOOL DEVELOPMENT GRANT UPDATES

- CCSIT Child Care Licensing - Child care regional roundtable events
  - May 20th from 6:30-8:00 pm (Garden City)
  - Dates and locations for June 2025 events in SE and NW Kansas coming soon

## **Child Care Roundtable** *Southwest Kansas*



### **We want to hear from:**

- Early Childhood Professionals
- Caregivers of a Young Child
- Anyone interested in Child Care

*Join us to share your experiences with child care in your region.*



**Turning Point Academy**  
2720 N. Campus Dr.  
Garden City, KS 67846



**May 20, 2025**  
6:30-8:00 p.m.

### **Register Today!**

*This event is open to the public.*



# PDG



For questions contact Meghan Kluth  
at [mkluth@ku.edu](mailto:mkluth@ku.edu)

**All In For  
Kansas Kids**

**Kansas**  
Department of Health  
and Senior Services

**child  
care  
matters**





Providers

Families

Specialists

# Care & Wellness Conference

**May 6, 2025**  
Garden City, KS

**May 8, 2025**  
Hays, KS

# EARLY CHILDHOOD SYSTEM UPDATES

- **Opening panel:** Early Childhood Mental Health overview and experiences in Kansas
- **Sensemaking Session/Activity:** Interactive sensemaking session where we share and explore KS stories around mental health and well-being
- **Lunch and Resource Fair**
- **Afternoon panel:** Centering the family voice in Early Intervention

Care & Wellness  
Conferences



# EARLY CHILDHOOD SYSTEM UPDATES

- **Breakout Sessions:**

- **CARE Approach** (Connect, Accept, Regulate, Empower) for early childhood professionals and families
- **Difficult Conversations** – Discussing developmental concerns with childcare providers and parents
- **Links to Learning** – An overview of the components of special education service process, including child find/referral, evaluation, eligibility and support training (offered May 8th in Hays, KS only)

**\*\* Stipends available for families of young children attending the conference ( birth to five)**

**\*\* KDHE Inservice hours available for early childhood professionals**

Care & Wellness  
Conferences





# All In For Kansas Kids

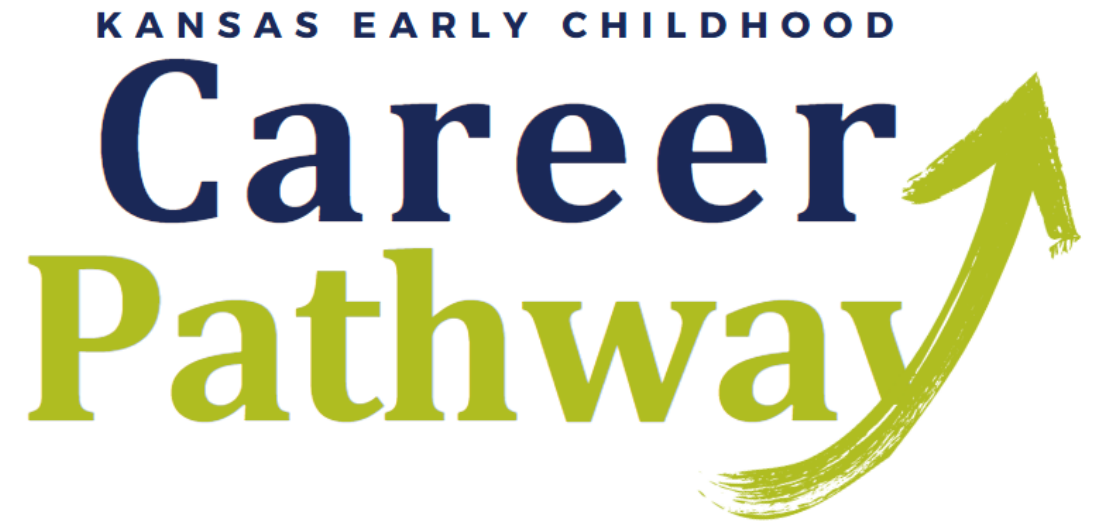


## Career Pathway Update

BRONWYN FEES, PATTY PESCHEL, STEPHANIE PARKS,  
SHERRON FIELD



The Career  
Pathway:  
A Tool for  
Strengthening the  
Kansas Early  
Childhood Care  
and Education  
Workforce



Supported with CCDF funds through Kansas Department for Children & Families





Bronwyn Fees,  
Ph.D.  
fees@ksu.edu



Sherron Field, B.S.  
sefield@ksu.edu



Patty Peschel,  
M.S.  
pkeating@ksu.edu



Stephanie Parks, Ph.D., OTR/L  
stephanieparks@ksu.edu

*Supporting Partners*



# 2019 Executive Order 20-02

pursuant to 42 U.S.C. § 9837b(b)(1)(A). The Advisory Council shall have the following duties and responsibilities.

1. The Advisory Council shall meet the criteria and carry out the duties and functions prescribed by relevant federal law, in addition to any responsibilities assigned to the Cabinet by the Governor, to include the following:

a. conduct a periodic statewide needs assessment concerning the quality and availability of early childhood education and development programs and services for children from birth to school entry, including an assessment of the availability of high-quality pre-kindergarten services for low-income children in the State;

b. identify opportunities for, and barriers to, collaboration and coordination among federally funded and State-funded child development, childcare, and early childhood education programs and services, including collaboration and coordination among State agencies responsible for administering such programs;

c. develop recommendations for increasing the overall participation of children in existing federal, State, and local childcare and early childhood education programs, including outreach to underrepresented and special populations;

d. develop recommendations regarding the establishment of a unified data collection system for public early childhood education and development programs and services throughout the State;

e. develop recommendations regarding statewide professional development and career advancement plans for early childhood educators in the State;

f. assess the capacity and effectiveness of 2- and 4-year public and private institutions of higher education in the State toward supporting the development of early childhood educators, including the extent to which such institutions have in place articulation agreements, professional development and career advancement plans, and practice or internships for students to spend time in a Head Start or prekindergarten program; and

g. make recommendations for improvements in State early learning standards and undertake efforts to develop high-quality comprehensive early learning standards, as appropriate.

2. The Advisory Council shall hold public hearings and provide an opportunity for public comment on the activities described in paragraph 1 and shall submit a statewide strategic report addressing the activities described in paragraph 1 to the State Director of Head Start Collaboration and the Governor.

3. In order to support the Cabinet in fulfilling the duties outlined above, the Cabinet shall convene and maintain a panel ("the Panel") of volunteers with demonstrable early childhood expertise to operate at the pleasure of the Cabinet in an advisory role. The

... conduct a periodic **statewide needs assessment**

Develop recommendations regarding **statewide professional development and career advancement plans** for ECE in the State

Assess capacity and effectiveness of **2- and 4-year public and private IHE** [articulation agreements, professional development and career advancement plans, and practice or internships]



## PILLAR 2

# Early Childhood Workforce & Environment

Our workforce is the heartbeat of the Kansas Early Childhood Ecosystem. Highly qualified and valued professionals are key to creating the consistent, safe, and high-quality experiences we want for our young children. Shortages in the number of highly qualified early childhood professionals is a particular point of emphasis in this plan, as it has implications for child and family well-being and the Kansas Early Childhood Ecosystem.

The early childhood workforce encompasses a range of professional fields including child early educators and administrators, early intervention specialists, and home visitors. We recognize the importance of ensuring families have access to services traditionally provided by public health professionals. Too many Kansas communities, especially in rural and frontier areas experience limited availability of obstetricians, pediatricians, early childhood mental health professionals, dentists, dietitians and other health workers. The professionals who provide these services are essential to the well-being of our children and families. This pillar focuses on the consideration of comprehensive efforts to grow the Kansas early childhood workforce and help rural communities thrive. Goals and actions in this pillar aim to recruit, retain, and elevate high-quality professionals while also enhancing the learning environment of the children they work with.

## GOAL 1

Support strategies to increase the overall compensation of early childhood professionals and improve the financial sustainability of programs.

## GOAL 2

Build workforce capacity to provide high-quality early childhood services.

## GOAL 3

Support early childhood professionals to help them reach their professional development goals.

## GOAL 4

Support high quality programming and resources for expecting families and children in all birth to age 5 environments so they can reach appropriate developmental goals.



## GOAL:

*Our goal is to develop a robust career pathway for Early Childhood Care and Education (ECCE) professionals that is meaningful and consistently available and applied across all ECCE programs (including child care centers, licensed and group child care homes, preschools, Head Start, and school age programs) throughout Kansas. The Career Pathway will offer a **high-level roadmap** to advancing roles or expertise within the profession tied to opportunities to earn increased compensation.*





## Career Pathway for Kansas Early Childhood Care and Education Professionals Pathway at a Glance

Get started at: [allforkansaskids.org/career-pathway](https://allforkansaskids.org/career-pathway)

All In For  
Kansas Kids



LEVEL	REFERENCE	EDUCATION OR CREDENTIAL	PROFESSIONAL LEARNING HOURS	EXPERIENCE	PROFESSIONAL SUPPORTS
7 ↑	Bachelor's Degree or higher in any area (30 ECCE college credits) or KSEC Director Credential	Bachelor's Degree or higher in any area (30 ECCE college credits)	N/A	Supervised practicum + 1 year and currently in professional leadership	30 weeks supervised practicum and mentoring
6 ↑	Bachelor's Degree or higher in any area (30 ECCE college credits)	Bachelor's Degree or higher in any area (30 ECCE college credits)	N/A	Practicum (2 semesters or 1 year)	30 weeks supervised practicum
5 ↑	Advanced Professional	Provisional KSEC Director Credential	200	2 years	15 weeks of job-embedded coaching/mentoring
	Associate Degree with emphasis in ECCE	Associate degree (~60 college credits) emphasis in ECCE (24 ECCE credits)	N/A	6-month practicum	15 weeks practicum or 15 weeks job-embedded coaching/mentoring
4 ↑	Experienced Professional	CDA Credential™ or NAFCC Accreditation	120 (CDA Credential™) and 20	1 year	12 hours of job-embedded coaching and small group
	15 ECCE college credits	15 ECCE college credits	30	1 year	Job-embedded coaching/mentoring
3 ↑	Credentialed Professional	Child Development Associate (CDA Credential™)	120 required for CDA	3 months required for CDA and 3 months for Career Pathway	Job-embedded coaching/mentoring
	9 ECCE college credits	9 ECCE college credits	30	1 year	Job-embedded coaching/mentoring
2 ↑	Growing Professional	N/A	60	2 years	Job-embedded coaching/mentoring
	6 ECCE college credits	6 ECCE college credits	30	6 months	Job-embedded coaching/mentoring
1 ↑	Early Learner	N/A	45	6 months	Job-embedded coaching/mentoring
	3 ECCE college credits	3 ECCE college credits	6	None	N/A
P ↑	Career and Technical Education (CTE) participant	Career and Technical Education (CTE) participant	6	None	N/A
	HS Diploma or GED	HS Diploma or GED	None	6 months	N/A

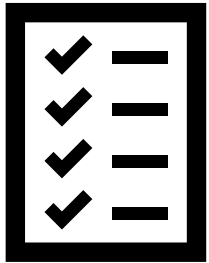
Get support with navigating the Career Pathway, connect at [kccto.org/career-pathway-interest](https://kccto.org/career-pathway-interest).

Professional Learning Focus Path

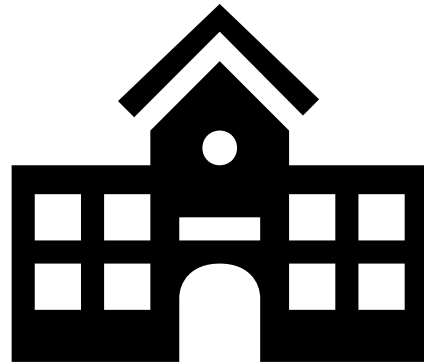
Higher Education Focus Path

## GOAL 3

Support early childhood professionals to help them reach their professional development goals.



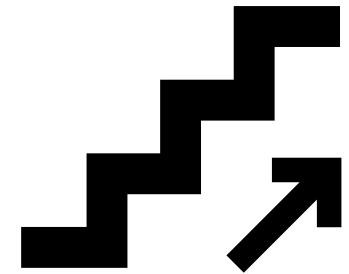
Comprehensive Survey



Higher Education



Career Navigators



Career Pathway Revision



Next

May 20th

Scholarships and  
Financial Opportunities

## Comprehensive Workforce Study

5,623

Surveys Completed

39

Focus Groups

100%

Representation from  
Kansas Counties

# Our work with Higher Education



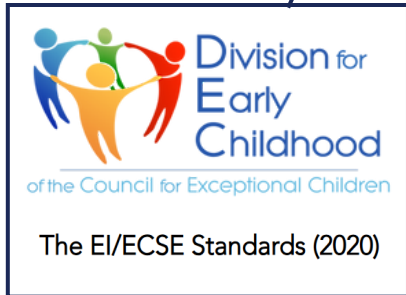


# Kansas Core Competencies in Higher Education

Revision in Process!

Early Childhood Unified (ECU)  
Initial Professional Standards

Alignment with  
higher education  
coursework





## **Career Pathway Mini-Grant Impact Reports**

**2024**

- Institutes of Higher Education
- Supporting Agencies
- Community Child Care and Early Childhood Education Programs



# Meet the Career Navigation Team!

---



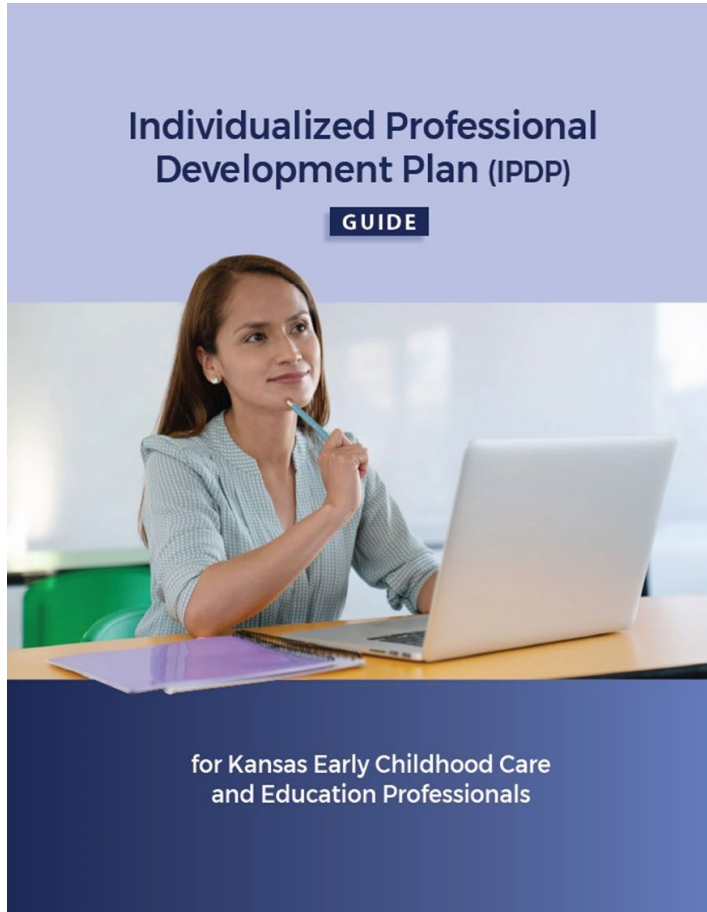




# Career Navigation Support: Personalized Support for Your Individual Growth

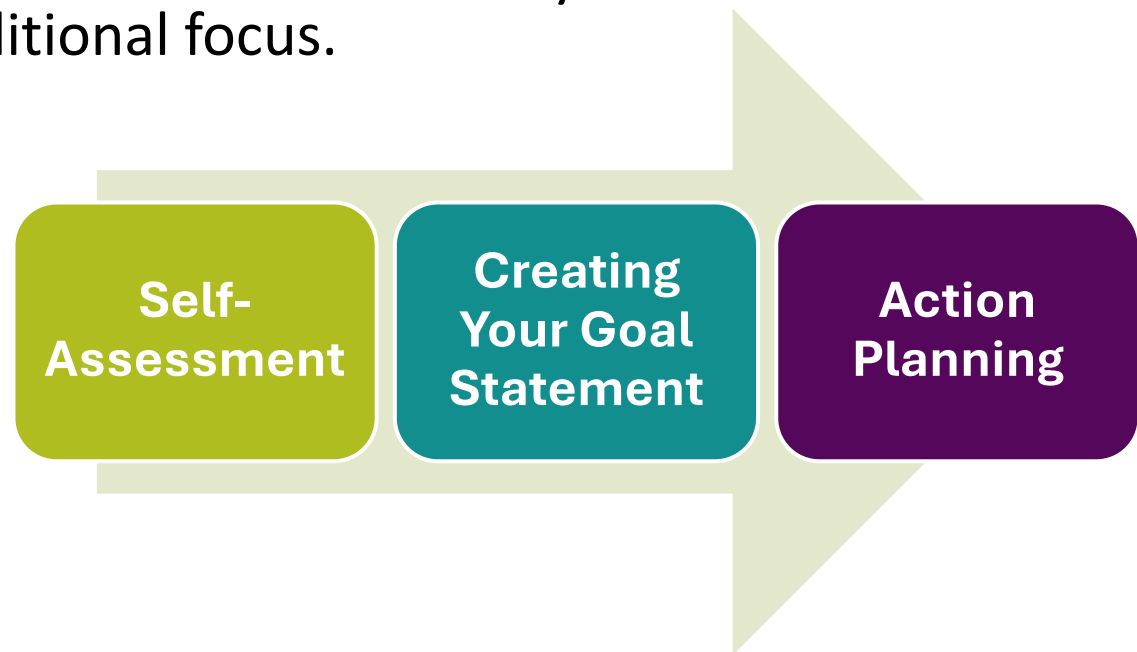
- 1:1 Coaching and Mentoring
  - Assistance with IPDP development
  - Individualized support while working towards your career goals through phone calls, virtual and onsite visits
- Career Mapping
  - Support in exploring Higher Education
  - Connections to professional growth opportunities such as accreditation, CDA and other credentials
- Peer Learning Opportunities
  - Career Navigator Lunch & Learn Series

# The Tool of Career Navigation is the IPDP

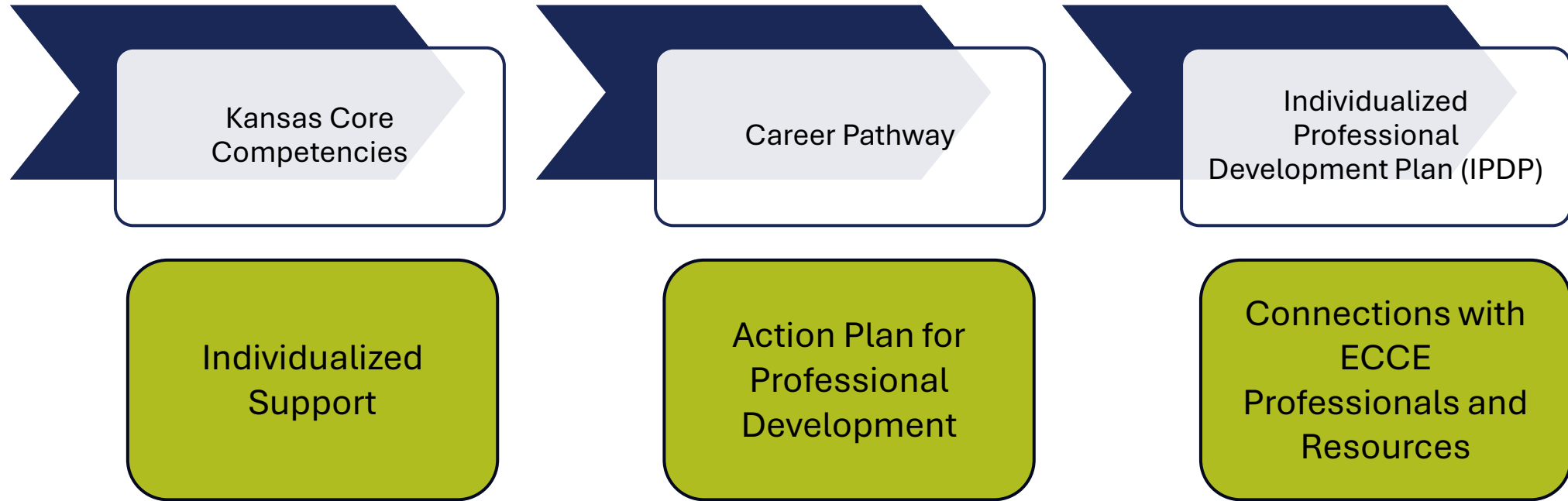


An Individualized Professional Development Plan (IPDP) is:

- a customized path to reach professional growth,
- a tool that guides you through the process of reflection, and awareness of strengths and interests and,
- determine areas that may benefit from additional focus.



# Elevate Your Career Course



**For more information  
and to register for the  
course**



## The Comprehensive Workforce Study Informed the **Changes in Career Pathway Tool**

71% have  
collegiate  
experience

83% interested in  
continuing degrees,  
trainings and  
certifications

### **Experience:**

20% 2 years or less  
17% 3-5 years  
29% 6-15 years  
35% 16 or more years

n= 3909 ECCE professionals working directly with young children in Family Child Care homes, and Centers

# Revised Kansas Career Pathway for ECCE Professionals

- Informed by the Comprehensive Workforce Study (2024)
- Further defined original Career Pathway elements
- Builds on experience, professional learning and formal education
- Supports ECCE professionals at all levels to assess competencies and plan their professional development through an IPDP
- Celebrates individualized paths for continued professional growth and development
- Cape Portal presents the opportunity for increased alignment
- Unifies the entire ECCE workforce and the statewide system



KANSAS EARLY CHILDHOOD

# CareerPathway<sup>↑</sup>

A Tool for Strengthening the Kansas Early Childhood Care and Education Workforce

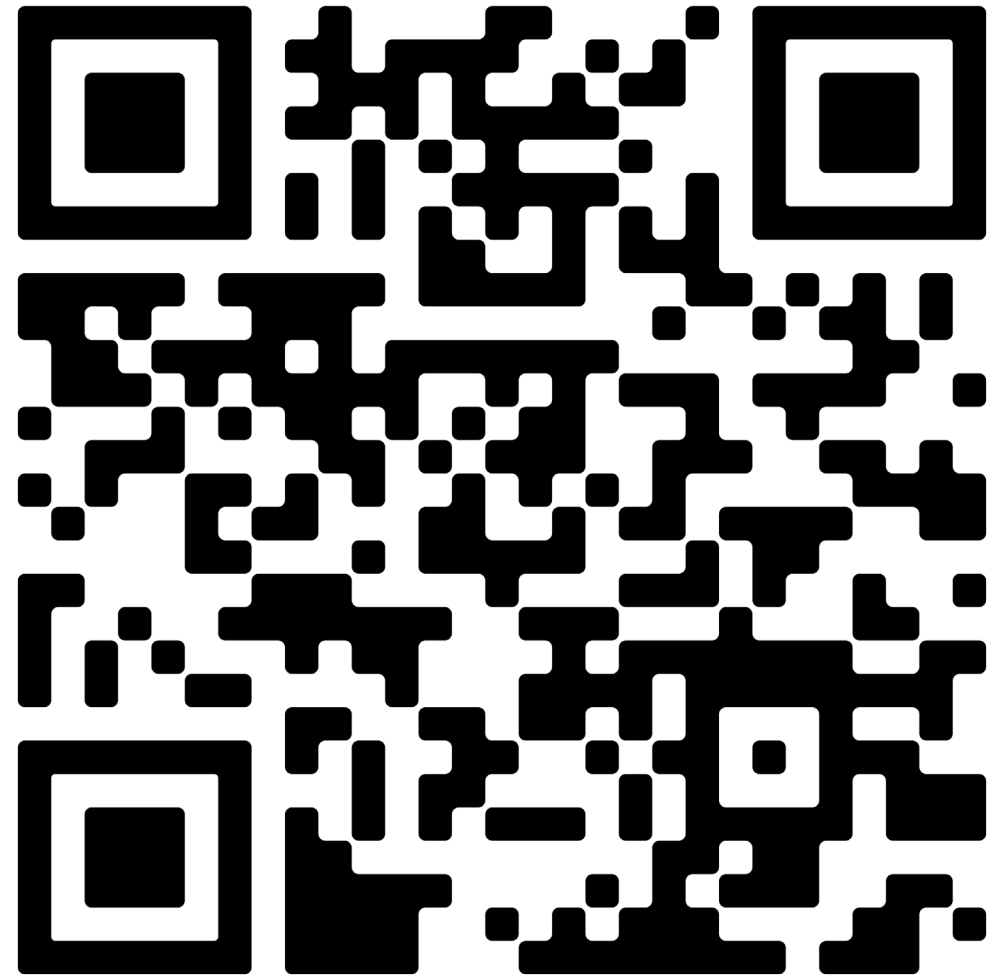


What are the points based on?



# Participate in Feedback Sessions for the Career Pathway Revisions

[kccto.org/cp-feedback-sessions](https://kccto.org/cp-feedback-sessions)



# All In For Kansas Kids



ECE Certificates

AMY GOTTSCHAMER



# UNIVERSAL CERTIFICATE DESIGN

- Discussions around CTE programming in the high schools across Kansas with Taylor Spangler prompted questions about universal certificate design.
- Some high school students receive certificates for coursework listing CEUs but do not list KHDE approval, or which Core Competencies the CEUs address, though they may list specific training topics.
- This makes it difficult for a community-based director/provider to know if this person has received the basic foundational training required by KDHE and how to break it down by Core Competencies. And how is this applied if this person goes on to earn a CDA?

**Workforce: Targeted  
Journey Recruitment**



# UNIVERSAL CERTIFICATE DESIGN



**Workforce: Targeted  
Journey Recruitment**



# UNIVERSAL CERTIFICATE DESIGN

- What we know:
  - Content is approved at the state level for all districts.
  - Coursework and articulation agreements are in place between higher ed institutions.
  - When a student earns credit for an ECE H.S. course on a transcript, it is recognized between higher ed institutions as being of similar content across the state.
  - ECE Certificates (but not the content taught) vary between districts

**Workforce: Targeted  
Journey Recruitment**





# UNIVERSAL CERTIFICATE DESIGN

- The question is:
  - Can we help streamline a person's progress into the ECE workforce from the high school CTE program by creating a universal certificate that contains information recognizable to all parties that might need it? For example, program directors, licensing surveyors, and CDA Council specialists.
  - We'd love to hear your thoughts or experiences!

**Workforce: Targeted  
Journey Recruitment**



# All In For Kansas Kids



Work Group Reports





# WORK GROUPS

- Family Friendly Workplaces
- Workforce: Exit Interviews
- Workforce: Mental Health Supports
- Workforce: Targeted Journey Recruitment
- System Progress Communications

Overview



# 2025-2026 PANEL APPLICATIONS

- Open to any Kansan interested in serving on the working group for the Kansas Early Childhood Advisory Council, known as the Early Childhood Recommendations Panel.
  - Accepting applications April 1 through May 2, 2025
  - One year term – July 1, 2025 – June 30, 2026
  - Panel members encouraged to re-apply and share with others
  - Visit the [Kansas Children's Cabinet and Trust Fund Website](#) to learn more

**Join the Panel**



# BRIGHT AND SPOTS UPCOMING MEETINGS

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

## **Reminder:** Post Meeting Survey

- Look for an email from Lindsay for an opportunity to provide feedback

## **Upcoming Meetings:**

- Early Childhood Recommendations Panel – May 16, 9:00 a.m.
- Children's Cabinet and Trust Fund – June 6, 9:00 a.m. – 12:00 p.m.
  - Livestream via [KCCTF YouTube](#)





# Adjourn





[All In For Kansas Kids Newsletter](#)



[kansaschildrenscabinet YouTube](#)

Stay Up to Date

