



KANSAS EARLY CHILDHOOD TRANSITION TASK FORCE: Meeting Two

May 16, 2023 – Old Supreme Court Chamber, Kansas State Capitol

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Missouri's Office of Childhood



May 16, 2023



Aligns with the Governor's top priorities for improving Missouri's workforce development and infrastructure



- Early childhood care and development is critical to workforce development and the long-term success of our citizens
- Missouri home visiting and child care services are fragmented and sometimes overlapping across agencies
- There are opportunities to improve
 - **Ranked #45** in early childhood governance by the Bipartisan Policy Center
- Provide better, more effective services for children and families

Service Integration Under One Office



Safety

- Home Visiting
- Child Care (Subsidy)
- Professional Development



Health

- Home Visiting
- Child Care (Licensing)
- Safe Sleep & Safe Cribs
- Parent Advisory Council
- Professional Development



Education

- Home Visiting
- Quality Rating System
- Early Intervention/Part C
- Pre-K & Early Childhood Special Education
- Professional Development



- One team will continue to provide these services
- Approx. 150 persons working in 20 programs
- Est. \$660 million budget for Fiscal Year 2022 (excludes one-time relief funds)

Childhood Programs



Home Visiting

Home Visiting and Parent Education

Developmental screenings, home visits, School-based Parents as Teachers, federal & state-funded home visiting models, Safe Sleep & Safe Cribs

Early Intervention

First Steps (Part C of IDEA)

Child find, Referral, evaluation and assessment services, home visits and other services for children with significant developmental delays or disabilities and their families

Quality Programs

Early Learning, Preschool, Afterschool

Federal (IDEA B/619, Title I) & state-funded Preschool, Afterschool, Professional Development, Quality Assurance Report (QAR)

Child Care Compliance

Licensing, Inspections, Investigations

Regional Offices in 7 locations: Macon, Columbia, Jefferson City, Springfield, St. Louis, Cape Girardeau, Raytown/Kansas City

Child Care Subsidy

Contracted Providers, Subsidy Payments

Oversee subsidy contracts, Monitor subsidy payments, Serve as liaison to the Dept. of Social Services, Family Support Division

SOURCE: <https://dese.mo.gov/childhood>

NOTE: This does not include three additional sections for Outreach, Regulations, and Child Care Relief Funds

Office Timeline



Date	Action
January 28, 2021	Reorganization Phase 1: Executive Order signed, press conference announcement
60 days from signed Executive Order	Reorganization <u>not</u> rejected by General Assembly, then will proceed forward
April 1, 2021	Launch Phase 2: Office integration effort
August 13, 2021	Complete Phase 2 integration
August 28, 2021	Official launch (Saturday)
August 30, 2021	Opening day (Monday)

Change Management Model



Structure

“How Decisions are Made”

Processes

“How the Work Gets Done”

People

“How We Work Together”



CHALLENGES

External

- Professional Development
- Child Care Subsidy

Internal

- Turnover
- Roles & Responsibilities

Both

- Communication

WINS!

- Stakeholder engagements
- Updated trainings and processes
- Updated data systems

- Reduced from over 30% to 10%
- Team meetings, DISC assessment

- Customer service, weekly emails, monthly newsletter and webinars



QUESTIONS?

Pam Thomas

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Colorado Department of Early Childhood - Background



COLORADO
Department of Early Childhood

Agency History

PROPOSITION EE

Referred measure passed by voters creating funding stream for new universal preschool program

HB21-1304

Dedicated new cabinet level department for early childhood - Established stakeholder/agency working groups - Called for creation of Transition Plan and Universal Preschool Recommendations

HB22-1197

Moved the official launch date of CDEC to March 1, 2022 to allow for the hiring of key leadership positions

HB22-1295

Aligned legislation with two transition reports - Established responsibilities - Moved early childhood programs to new department - Created Colorado Universal Preschool Program - Appropriated operating funding

CDEC LAUNCH

Transition efforts leading to the July 1, 2022 opening of the Department

IAs & MOUs

Multiple agreements executed to ensure availability of services and agency collaboration & coordination



Structures: Before and After

- Despite unification efforts over time, Colorado's vast array of programs that serve children and families, starting before birth and continuing through age 5, were administered across various agencies.
- This fragmentation resulted in unnecessary duplication and inconsistencies in rules and regulations that made it difficult to operate programs, including for school district and community-based programs utilizing multiple funding streams to serve children and families.
- From the Colorado Department of Human Services:
 - All programs and services administered by the Office of Early Childhood
- From the Colorado Department of Education:
 - Colorado Preschool Program/Early Childhood At-Risk Enhancement (ECARE)
 - All services administered by the Early Childhood Workforce Development team





Programs Administered under New Structure

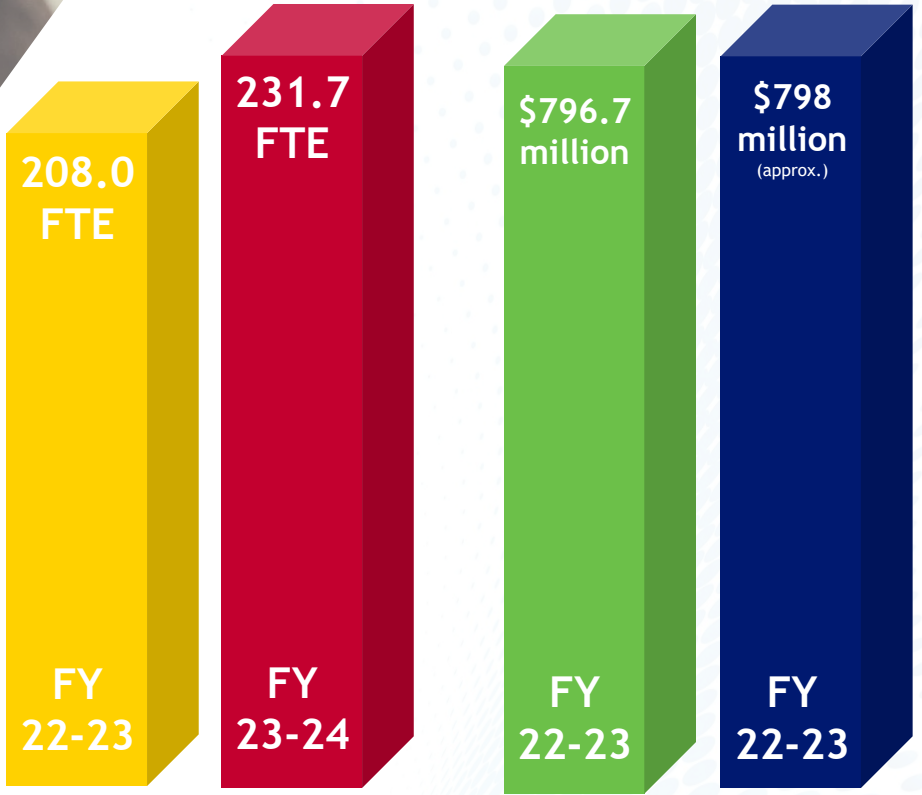
- Division of Universal Preschool - New
- Division of Early Learning, Access and Quality
- Division of Early Learning, Licensing and Administration
- Division of Early Childhood Workforce - New
- Division of Community and Family Support
- Partnership and Collaboration Team

Programs Excluded from New Structure

- Preschool Special Education
- Temporary Assistance for Needy Families (TANF)
- Child Welfare
- Child and Adult Care Food Care Program
- Women, Infants and Children (WIC)



Resources



Staffing

Funding

Timeline of Transition

Proposition EE: Passed by voters in November 2020

HB21-1304: Signed June 23, 2021

HB22-1197: Signed March 1, 2022

HB22-1295: Signed April 25, 2022

CDEC Launch: July 1, 2022

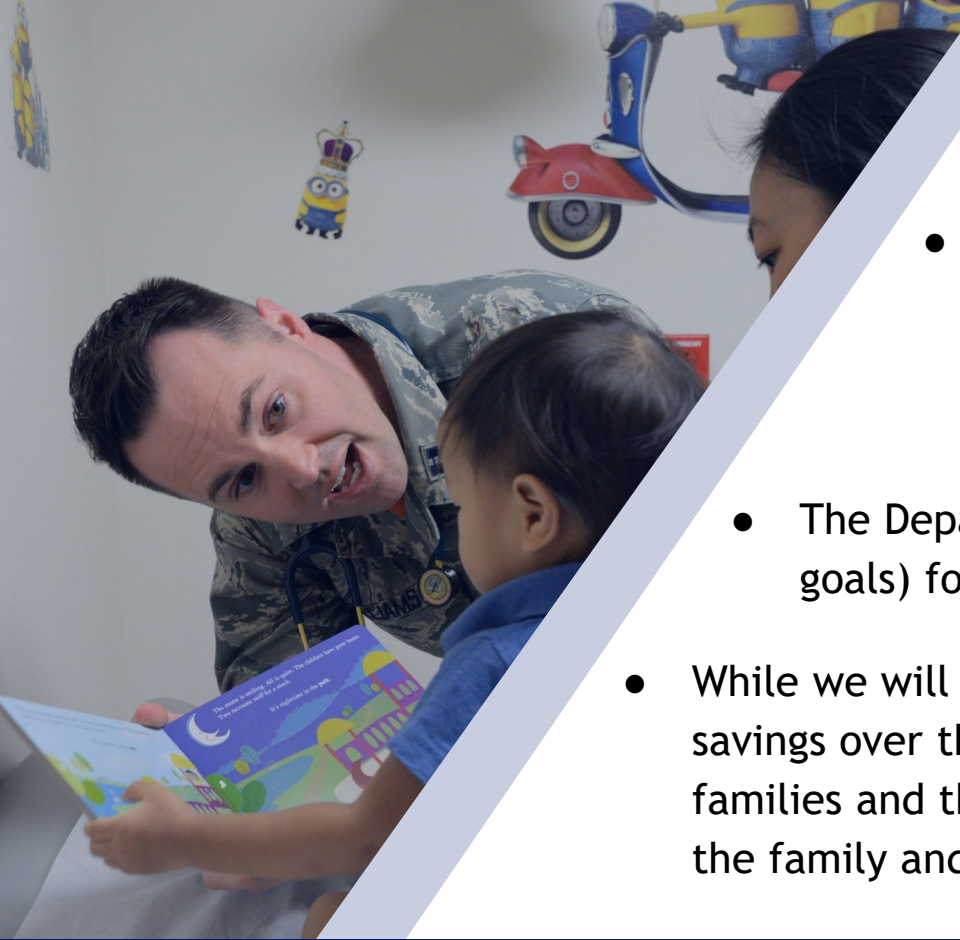
UPK Colorado: August, 2023 - Classes officially start



Biggest Challenges

- Impacts of change and uncertainty - Colorado Department of Education & Office of Early Childhood
 - Blending the cultures of established programs/agencies, while creating a new culture/new Department
- One program among many is a focus of the Governor's Office, making it harder to bridge the gap between newer and older programs
- Leadership dynamics - Ensure clear communication on structure
- This is the first new Department in 30 years so no roadmap leading to challenges with budget, policies, technology, and backbone staffing
- Difficult to launch a huge statewide initiative like UPK while building a new Department.





EFFICIENCIES, ADMINISTRATIVE SAVINGS, IMPROVED RESULTS

- Colorado first transitioned in 2012 by having many programs consolidated under the Office of Early Childhood within the Department of Human Services
- The Department has developed WIGS (wildly important goals) focused on measuring and improving results
- While we will evaluate the efficiencies and administrative savings over the next 18 months, we know that providing families and the community a one-stop agency will improve the family and provider experience



Advice

- Importance of transition lead and ideally a transition coordinator in each affected agency
- Ensure adequate budgeting for new staff positions
- Build in extra time for transition, allowing for all systems to be operational at launch
- Take time to involve all consolidated programs in change management process, including input on mission, vision, goals (strategic plan)
- Intentional and consistent internal and external communication and transparency is critical to success
- Ensure staff is reflective of the families you serve
- Create policies that are conducive to a whole child/whole family framework



**ALL COLORADO
CHILDREN, FAMILIES,
AND EARLY CHILDHOOD
PROFESSIONALS ARE
VALUED, HEALTHY AND
THRIVING.**



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Department of Early Childhood

THANK YOU.
Questions?



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