

**SWFI Child Care Learning Community KICK OFF
June 12, 2017**

Desired Outcomes of Meeting

- Stakeholders’ deeper understanding of the SWFI project and research already underway by the Bell Policy Center
- Introduction of stakeholders to a common approach and language for working together through the Learning Community, including expectations for commitment, time lines, etc.
- Commitments for ongoing participation in the Learning Community

Welcome & Opening

Welcome and opening remarks provided by Betsy Oudenhoven, President of Community College of Aurora; Reggie Bicha, Executive Director of Colorado Department of Human Services; and Everette Freeman, President of Community College of Denver.

Meeting Participants:

Name	Organization	Title/Role
Dee Dee Green	Adams County Human Services	CCAP
Rachel Banks	Adams County Workforce	Lead Worker, Aurora Workforce & Business Center
Gretchen Davidson	Arapahoe County Early Childhood Council	Executive Director
Michelle Ewing	Arapahoe County Early Childhood Council	Childcare Navigator
Michele Pugsley	Arapahoe County Early Childhood Council	Consultant
Bob Prevost	Arapahoe County Human Services	Deputy
Kathy Smith	Arapahoe County Human Services	Division Manager, Community and Child Support Services
Maureen Alexander	Arapahoe County Human Services	County Administrator
Elizabeth DeHerrera	Arapahoe County CCCAP	Program Specialist Supervisor
Cynthia Kiyotake	Arapahoe Libraries	
Cynthia Hass	Care.com	
Lauren Heintz Freemire	Save the Children Action Network	
Bill Jaeger	Colorado Children's Campaign	Vice President, Early Childhood Initiatives
Pierre Powell	Colorado Department of Higher Education	COO
Andrew Rauch	Colorado Department of Higher Education	Lead Financial Analyst
Keri Batchelder	Colorado Department of Human Services	Two-Generation Manager
Reggie Bicha	Colorado Department of Human Services	Executive Director
Brian Conly	Colorado Department of Human Services	Deputy Director, Office of Early Childhood
Liz Owens	Colorado Department of Human Services	Media & PR Manager
Charles Reese	Colorado Department of Human Services	Performance Analyst, Office of Early Childhood
Monie Salgado	Colorado Department of Human Services	CCCAP State Staff Training/Audit
James Newby	Colorado Department of Labor & Employment	Workforce Programs Operations Manager
Renise Walker	Colorado Workforce Development Council	Education Liaison

Janel Highfill	Community College of Aurora	Director of Strategic Partnerships & Resource Development
Victor Vialpando	Community College of Aurora	Dean, School of Professional Studies & Sciences
Betsy Oudenhoven	Community College of Aurora	President
Chris Ward	Community College of Aurora	Vice President of Institutional Effectiveness
Vanessa Vazquez	Community College of Aurora	SWFI
Katrina Wert	Community College of Denver	Director, Workforce Initiative Now
Elizabeth Schroeder	Community College of Denver	Director, Foundational Skills Institute
Everette Freeman	Community College of Denver	President
Alisha Mullins	Community College of Denver	Childcare Navigator
Lisa Jensen	Community-Campus Partnership	Campus Connections Director
Melanie Soneson	Denver's Early Childhood Council	Professional Development Assistant
Collinus Newsome	Denver Foundation	Director of Education
Monique Johnson	Denver Office of Economic Development	Division of Economic Mobility
Alberto Pellicer	Denver Public Library	Program Coordinator
Sarah McNeil	Denver Public Library	
Sharon Pendergast	Early Childhood Partnership of Adams County	Operations Manager
Judy Williams	Early Learning Ventures	Executive Director
David Shapiro	Executives Partnering to Invest in Children (EPIC)	Business Relations Manager
Tracey Stewart	Gary Community Investments	Investment Director, Family Economic Security
Steffanie Clothier	Gary Community Investments	Investment Director, Child Development
Srikant Vasan	Gary Community Investments	
Dave Younggren	Gary Community Investments	President and CEO
Tara Smith	Governor's Office	State Two Generation Program Coordinator
Lisa Grant	Mile High Early Learning	
Diana Romero-Campbell	Mile High United Way	Director of Early Learning and Education
Rich Jones	The Bell Policy Center	Director of Policy and Research
Frank Waterous	The Bell Policy Center	Senior Policy Analyst
Bill Fulton	The Civic Canopy	Founder and Executive Director
Mary Russell	WorkLife Partnership	Program Director
Nancy McCallin	Colorado Community College System	President
Mary Meeks	Community College of Aurora	
Scott Wasserman	Bell Policy Center	President
Leigh Ramey	Aurora Public Library	
Dana Williams	Office of Economic Development	

Presentation of Discovery

Rich Jones and Frank Waterous of Bell Policy Center presented research the Bell team has been conducting to help inform the design, launch, and future efforts of the SWFI Child Care Learning Community. Bell Policy Center's role with the SWFI project is to conduct focus groups with students and staff members and interview leaders at the community colleges, community partners and other key informants in the region. Bell also conducted a review of the literature

on best practices for coordinating early childhood systems and workforce development and postsecondary education systems. [Here is the link to download the summary document of the discovery research](#) that was presented and [here is the link to download the PowerPoint presentation that contains slides of the discovery research findings](#).

Some of the Key Takeaways/Questions for the Learning Community that were uncovered include:

- **Who** else should be at the table or in the conversation?
- **What** program/administrative steps are needed to create a 2Gen/family-friendly system?
- **Where** can policy changes be made to best drive systems change?
- **How** can FFNs be engaged by/included in SWFI and the learning community to increase the quality of care without licensing?

Bell will continue to present the results of our research to the learning community along with suggestions for additional community partners and policy and systemic changes that could improve the outcomes for SWFI families.

Student Stories: Panel Discussion

Victor Vialpando-Nunez of Community College of Aurora moderated a panel discussion with students from the college.

Frame of Learning Community

Bill Fulton of The Civic Canopy took some time to frame the approach the Learning Community will be taking to address issues of accessing high quality, affordable child care for low-income parents seeking employment and career advancement. The issue the group is addressing is one that is complex and complex problems require adaptive and innovative approaches taken by cross-sector partners. To support partners to take this approach, The Learning Community will be facilitated by The Civic Canopy and will draw upon a research-based Community Learning Model (CLM) that uses a deliberate step-by-step approach and continuous improvement orientation. The CLM focuses on results, includes relevant and diverse stakeholders in thoughtful dialogue, and develops action plans and structures for learning from results – all within a culture of trust and collaboration. The four core tenants of the CLM – Include, Dialogue, Act, and Learn– have been woven into the SWFI Learning Community process and the quarterly meetings for the first year are designed to move the group through the CLM process with each meeting focusing on a specific core tenant. The CLM is an iterative process that the group will go through many times as they grapple with systems challenges that require adaptive solutions.

Exploratory Group Discussion & Report Outs

Small groups were formed so that each group intentionally had a mix of cross-sector partners with diverse perspectives. Small groups discussed the following questions:

- What is possible through this learning community—what results do you hope that we can accomplish together?
- What specific strategies do you think will most likely produce those results?
- Who will need to be involved to advance or begin the strategies described above?
- What can you or your agency contribute to the partnership of the Learning Community?

The following notes, themes, takeaways were captured from the share outs from small group discussions

- approach: talked about desired future. Grants are not forever -must be part of our culture, a system to make it more sustainable
- take away: ways to integrate users of the process into the system more (and FFN providers)
- early childhood, economic development, work force, CCD reps, and post-secondary Ed, funder, and technologist: systems need to work together, would be good to share info, get the right people talking at the right time about the right things
- Strategies: share tracking, share info, child care navigators, enhance FFN, having collaboratives -shared place for child care and support for FFN -providing training AND products, student network of support!
- FFN for entrepreneurship model -econ development, public libraries can offer great resource, policy change and strategy to use CCCAP \$ for FFN
- Strategies: what kinds of supports are needed that matches ideal child care situation (based on specific age groups), helpful if care givers could be involved in the conversation
- examples: supply isn't the issue, the solution might not be a facility; policy work should cover different counties -parents should be able to go from county to county and access similar programs
- business community needs to be engaged -what if the State of CO took on some 2 Gen issues with their employment policies. Think of how many people would be affected. Need employers to get on board, State of CO can set the example
- real parent choice, reduce stigma, and provide more info to communities

Pages 5-8 of this document contain the raw, compiled notes from each group as they were captured by a scribe at each small group during their discussion

Next Steps

- [Make a Civic Network profile and join the SWFI Child Care Learning Community network](#) to connect with members of the learning community, access and share relevant documents, and track actions & outcomes. Find the group [here](#) at www.civicnetwork.io
- **Next Meeting:** September 11, 2017 from 1-3pm at Community College of Aurora

Notes from Exploratory Group Discussions

Below are the raw, compiled notes from each group as they were captured by a scribe at each small group during their discussion:

All answers organized by question:

1. What is possible through this Learning Community – what results do you hope we can accomplish together?

- Education and professionalism of child care workers (increase wages)
- Engage parents in solutions – measurable participation
- Promote enterprise solution; build more trust of FFN and enterprise; expand capacity
- How we can get to the “desired future” *
- *scalable
- “grants don’t run forever”
- Coming up with system* secure partnership – “self-sustained”
- Systems solutions
- Shared data
- Child care solutions
- Student network of support
- Reduce barriers to care
- Repository of partner resources – result of these can accomplish a network of support
- Shared data – reciprocal
- Systems change
- Growing our own support system, can’t just rely on federal programs
- Sustainability build up FFN, CPR – first aid
- Workforce + Human Services + Postsecondary + child care + Econ dev + →
- Systems solutions, not ad hoc one on one
- Right people connecting to solve individual problems
- Systemic solutions to child care – not enough slots available
- System and communication
- Navigators expanded
- Expand and strengthen FFN network
- Looking at entrepreneurship
- Criteria for working with the system changes – in home child care
- Increase opportunities for infant/toddler care
- Collaborate effectively and across sectors for the benefit of children’s families
- Better understanding of the tapestries of care and honoring what the family acutally wants/needs
- *Better information for employees about the cost of care, barriers to accessing care
- Come up with unique ideas besides on-site child care only option – from CCA
- *Considering all current learning community members as “employers” or “businesses” and understanding how we each support our own employees
- ACCOMPLISH:
 - o How do we engage employers (the business community) in a meaningful way?
 - o Ultimately there is a public policy change

- Topics we cover in silos learning space pilot and test and build something comprehensive
 - Child care more complicated than bricks and mortar, personal choice
 - All the stakeholders solutions that work per day ____ (?)
 - Think outside the box right people to navigate the barriers we encounter
 - Help tell the students' stories, power of learning with these powerful stories
 - Hope for something that works for parents' physical space, library sees end results super personal decision
 - Thankful and grateful, willing to help volunteering at child care
 - Child care being available on campus, students working on it
 - Real parent choice (in care, etc.)
 - Reduce stigma
 - More info provided to communities – better marketing!?! To pop?
 - Challenges:
 - o Availability of child care
 - o Availability of financial services or support services/CCAP, etc.
 - o Quality of child care, proximity, training level of teachers
 - o Most students utilize FFN network
 - o Less available options for parent with older children (7-13)
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2. What specific strategies do you think will most likely produce those results?

- Look at barriers
- Keep in mind what obstacle of need truly is
- Don't ignore the obvious (ways to incorporate more on-site care)
- System partnership with secondary and post-secondary
- Build off of collaborative work that's already happening
- Pay it forward*
- Sustainable*
 - ↳ Data*
- Navigators/mentors for parents through the process
- Shared data → Human Services connect
- FFN Network → training, collaborative and network
- Creating a culture of systems change
- Partner repository resources
- Explore FFN collaboratives – training, entrepreneurships (crucial)
- Onsite care
- Student circles – support group
- FFN Network – nothing with a place for direct services
- Shared tracking
- Shared network of support
- Need more child care *navigators
- Technology – HS connects
- Create a space – shared and accessible
- Collaborations

- Support FFN with training and supports
- Affordable housing with child care – Brother’s Redevelopment
- OED – test PASO in GES – entrepreneurship, documentation is a barrier
- Policy strategy – increase subsidies for parent students – carve out as a priority
- GED – career online – 2 years – certification – coaching; Gail Singage(?) (for profit)
- DPP subsidize for 4 year olds
- Connect student with more child care resources
- Libraries as anchor institutions
- Conduct student (SWFI) needs assessment in order to better understand child care needs
- *What other business models can be searched/encapsulated to address drop-in care and short-term needs
- Entrepreneurship model
- Thinking broadly about what kind of support are needed to identify needs, 0-5 doesn’t end school aged, school ages 9-10 fund summer break want it to address them being kids
- Student success build into child’s success – define family success – what your father might need to offer
 - o Great care while student is in school
 - o Students that have participated become navigators
 - o Complex problem
 - o Parents represented at every step along the way
 - o Have some FFN providers in the process
 - o Community invested in their success, part of milestones – celebration with the community
- Provide the high level of service to both sides
- Identify actual need as told by student population
- More CCAP involvement
- Create sustainable system
- Stall(?) set matched with high paying career pathways(?)
- Student solutions:
 - o More available high quality programs → located in community college!!! Much like high school child care centers provided for children of teen parents
 - o Have GCE students provide care services (as part of work studies) for families/students how need to attend day, evening, weekend classes

3. Who will need to be involved to advance or begin the strategies described above?

- More parents and students facing challenges involved
- Business (i.e. Amazon)
- Philanthropic agencies
- Actual members of the child care instructional community (FFN, daycare centers, pre-K city programs, etc.)
- Multiple county reps of CCAP – since block grant has some minor difference from county to county
- Family resource centers (maybe they’re here?)
- Mile High United Way
- Institutions on same page
- Language resources*

- Looking at all barriers*
- Goodwill Industries
- (CNA – RN) → Health partners – a partner willing to offer child care
- Caregivers
- Employers (State of CO)
- Employers – H.C.
- Library districts
- Affordable housing developers
- Denver preschool program (DDP.org), ellen@dpp.org
- Denver Association of Family Child Care – DAFCC, Betty Dalton
- Employers/“business” community
- Child care resource and referral system
- More representations from FFN community
- Research other states that are already reaching out/doing this work
- School district representatives
- *involve SWFI caregivers
- More parent students involved, care providers
- Elected officials – county. Build some champions legislatively
- Employers – understanding what the barriers are – faculty knowing what supports are available
- Denver County Human Services
- Workforce
- CCAP agencies
- FFN network – involved in decisions → how to engage and promote collaborating
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4. What can you or your agency contribute to the partnership of the Learning Community?

- CWDC: sector/business partnerships (bring this conversation to industry partnerships)
- CDE: CDE and CDLE are having conversations around
- Denver OED: workforce will commit (Dana Williams) neighborhood liaisons in Div. of Economic Mobility (working on FFN partnership with MHUW right now)
- Early Childhood Education licensing group (what are their current needs)
- Insight to the child care world 😊
- Placement to training support
- Policy – (___?)
- Welton(?) – onsite child care
- Building cohort cohesion and support for students
- Structure – expertise
- Systems navigation
- Advocacy for policy change
- Connecting resources
- Telling the story
- Library can provide content training and support to caregivers – buildings 27 in Denver and 8 in Aurora
- MHUW: 211, FFN, RR
- Navigation of student resources, child care, best practices to promote healthy families and 2gen approach