



**Present:**

Tonia Carriger, Betsy Delgado, Mary Gardner, Dr. Nancy Holsapple, Nicole Norvell, Kerri Wortinger,

**1. Call to Order**

- Betsy Delgado, Chairwoman, called the meeting to order at 12:59pm.

**2. Approve May and June Meeting Minutes**

- Motion to approve: Nicole
- Seconded: Mary

**3. Overview of Changes to TA Support System**

*Nicole Norvell, Office of Early Childhood and Out-of-School Learning (OECOSL)*

- Nicole shared a presentation on the changes to the TA system. The presentation is available in the meeting handouts posted on the website here:  
<http://www.elacindiana.org/elacindiana/wp-content/uploads/2019/08/ALL-Materials.pdf>
- Have held 8 regional meetings
- History of Indiana's Early Childhood System
  - Growth in early childhood providers
  - 2014 first iteration of OMW Pre-K
  - 2016 Impact Project
  - Paths to QUALITY (PTQ) success – participation rates and advancement steadily improving
- Why change?
  - Focus has changed from child safety to preparation for elementary school
- Scope of New CCR&R Services
  - Had to bid out the contract again, requirement of state
  - Scores had to be based purely on proposal
  - Based on Child Care Aware of America's national best practices
    - Parent Education and Referral Support
    - Program Support
    - Public Awareness
    - Data Collection and Assessment
- Goals for Future System and Technical Support
  - Modeled on research
  - Empower early childhood education (ECE) more



- Emphasize small business and sustainable practices
  - Consistency in coaches
- Response to Intervention
  - Model for technical assistance
- What does coaching look like today? 48% of coaching has been occurring face to face
- Tier Placement based upon results to I-SAT (self-assessment)
- Tier 1 Support
  - Comprehensive set of online resources and best practices (including ECE Shared Resources and Town Square)
  - Targeted digital coursework
  - Professional learning community event per month
  - Quarterly in-person event
  - Help Desk – not just technical but also for support
- Tier 2 Support
  - Coaches will create facilitated physical and virtual settings where providers can learn from one another
  - Will have opportunities to meet in person
  - Three full days of small group coaching supports per cohort within a three-month period (virtual and/or on-site)
- Tier 3
  - Conduct on-site visit
  - Support in creating professional development plan
- Statewide Presence – Proposed locations for Shine
  - Five offices across the state where trainers and coaches will be based
  - Each region will also have an advisory council to advise and inform the TA program.
- Shine Early Learning awarded contract
  - Shine Early Learning is a part of Acelero Learning.
  - Started in 2001 with the CEO providing training and technical assistance (T/TA) to Head Start and in 2005 started applying for Head Start grants. They are currently serving 5,000 children across four states.
  - Shine Early Learning was started to return to providing T/TA to Head Starts as well as managing their own grants and centers.
- Draft Map of CCR&R Network
  - Hopes to have a finalized map next week
- Child Care Development Fund (CCDF) Intake Agent – Final Award County Map



- Automated Health Systems and Maximus are new to the state however not new to this work.
- In 2020, families will be allowed to make appointments virtually.
- All of these changes go into effect October 1, 2019.
- Interim system during transition
  - PTQ rating visit changes
  - Training access and modifications
  - Coaching support continuing from IAEYC
  - Greater connection between OECOSL licensing and PTQ ratings
- Next Steps
  - Facebook Live and in-person meetings
  - Shine Early Learning will also be doing some listening sessions

**Question** from Betsy: How many coaches do we have in the state? What are you trying to do to retain coaches?

- Nicole: With Purdue we found that we had 10 different organizations employing coaches with different hiring practices and for a while different salary ranges.
- The hope is one organization will give us better ways to think of that differently. With Shine, they'll bring many resources used across the nation that we'll be able to learn from and take advantage of.

**Question** from Betsy: Do we know how many families do not have internet at home? How are we going to accommodate that?

- Nicole: We'll still have opportunities for in-person appointments. We also reached out to the Division of Family Resources (DFR) who has been doing this model of both options, but they find the vast majority of families do choose virtual appointments. They've also found a better completion rate, with families more likely to follow through with the process.
- Kerri: Could families come use our internet access (at elementary schools) for these appointments?
  - Nicole: Yes, it's an online application. If they have any documents they need to submit, they can attach those. The application will also be mobile-friendly.
- Emily Rupchock: By allowing on-site appointments we also provide someone to help troubleshoot online applications. That has been huge to help enrollment in OMW Pre-K. The human touch point is very important.
  - Nicole: The online appointment is an online application. They will then speak on the phone with an intake agent.



**Public Question:** How many coaches will we have in the new system?

- Nicole: We don't have that answer yet, but we hope to have an answer for you in September. Based on the initial numbers it could be a loss of 1 FTE across the state.
- How many coaches do we have currently?
  - Nicole: I am not sure, but it may be around 78.
- How will you define success for coaches?
  - Nicole: We'll have lots of metrics to monitor success, and we'll be measuring growth and progress.

**Public Question:** Do you have a vision for how you'll work with existing organizations that also do coaching or professional development?

- Nicole: That is not something we have been great with in the past. We're looking further by meeting with the Indiana State Department of Health (ISDH) to talk about initiatives like Safe Sleep, etc. The goal is to help identify where training and professional development is happening, and you'll be connected to that. So we're not the sole provider.

**Public Question:** How do you see the coalitions working to connect the dots?

- Nicole: I think the coalitions are important for connections with local organizations and higher education to push the importance of ECE and improving the workforce. We also want to know how to go alongside you.

**Public Question:** How does the state anticipate keeping the finger on the pulse with providers?

- Nicole: Licensing is one. If they're involved in PTQ, what did we learn in that visit?

**Public Question:** What are going to be the efforts for working with ministries? What can we do as a coalition to be more proactive supporting those programs?

- Nicole: I see that being different in the future. In Indianapolis, we had a project with us and the United Way working with cohorts. Helping providers come together as a cohort and helping them together is one potential way to support those programs. It has been a very successful program in Indianapolis.
- Kerri: One of the things our coalition did in Grant County was to survey providers to see when everyone was available to meet. The coalition has been great in Grant County.

**Public Comment:** We have many Spanish-speaking providers in St. Joe County, and they have been expressing their concerns. Izzy came and we had a group of providers,



and she translated for them. They're worried that all of these changes won't be communicated to them with the language barrier. I want to advocate for them to make sure something is being done.

- Nicole: I think that sometimes the miss that we have is being too reliant on one person coming in to translate the content. When working with Shine we should look into how to translate that content. It's part of our scope of work with Shine and accessibility specific to multiple language barriers.
- Bi-lingual preschool in area has volunteered to connect and help provide support.

**Public Comment:** Overall comment about concern with the new systems. Would like more streamline between PTQ and accreditation. There are too many hoops.

- Nicole: We don't disagree with you. We're working on a revision to PTQ in 2020 to improve that process.

**Public Comment:** Concern with virtual coaching losing the familiarity with programming.

- Nicole: I'm not saying that there will be no on-site coaching. Is everyone going to have on-site coaching all the time? No. And that's not happening today either. Coaching is not going away. Hopefully what you'll see is more robust supports that you can plug into in different ways. You'll be the driver of what coaching looks like. It's different from the current system where everyone gets the same things.

#### 4. Preschool Development Grant Birth to Five (PDG B-5) Strategic Plan Update

*Maggie Novak, Ikaso Consulting*

The presentation is available in the meeting handouts posted on the website here:

<http://www.elacindiana.org/elacindiana/wp-content/uploads/2019/08/ALL-Materials.pdf>

- Strategic plan progress update
  - Currently conducting the strategic plan and needs assessment
    - Purdue is finishing the needs assessment
    - KSM Consulting is working on the data roadmap
  - Pieces of the needs assessment are being posted on Brighter Futures website.
  - The data roadmap will be finished at the end of August.
  - We'll now be taking September to reflect on what we're learning and incorporate that into our process.
- Birth – 5 Needs Assessment
  - Multiple reports will be posted to Brighter Futures making up the needs assessment.



- It is focused on the 11 indicators determined by the Administration for Children and Families (ACF).
- Family Engagement: Focus Groups
  - Have conducted two and have a third scheduled in Central Indiana
- Family Engagement Questionnaire
  - Currently available on the Brighter Futures website, released on July 31<sup>st</sup> for parents of children ages 0-5
  - Available in print and online
  - Scheduled to close on August 16<sup>th</sup>
  - There is now a Spanish version so the survey close date may need to be adjusted to get their feedback.
  - Almost 800 responses at this point
  - Results will be shared in the strategic plan or on the Brighter Futures website.
- Next Steps
  - Finalizing goals
  - Continuing stakeholder engagement efforts
  - Analyze and share results from questionnaire
  - Bring everything together in comprehensive draft which will be shared on Brighter Futures website
  - Encourage everyone to share and/or take parent survey

**Comment** from Betsy: Look at the survey responses to see if there are any gaps in geography or demographics to decide if we could use the last few weeks to target those additional responses.

## 5. Ready to Grow St. Joe Presentation

*Emily Rupchock, Director, Ready to Grow St. Joe Early Childhood Coalition*

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- Started in 2014
- In 2016, Emily was hired as the first paid Executive Director
- In 2018, they held their first Summit on Early Learning.
- Currently have 100 community partners in their network.
- Why We Formed
  - Bringing together abundance of nonprofits to prevent duplication of services and encourage collaboration
  - Need in community to improve outcomes for children



- Finding Our Identity
  - Convening, Connecting, Collaboration
    - Regular community meetings, community events, workgroups, and partner events
  - Holistic Perspective (Birth – 8)
    - Focusing on the whole child and whole family
    - Social Emotional Learning (SEL)
      - a. Adverse Childhood Experiences (ACEs)
      - b. SEL pilots
    - Physical and nutritional health
      - a. Learn the signs. Act early.
  - Quality early learning
  - Health and wellness
  - Family support
- Progress and Accomplishments
  - Month of the Young Child Events
    - Northern Region of INAEYC meeting
    - Pop-up art exhibits
    - Career fair
  - Learn the Signs. Act Early.
  - Community needs assessment
  - Diaper drive has over 40 collection sites and has collected 40,000 diapers and 15,000 wipes since 2018.
  - On My Way Pre-K began in January 2018 in St. Joseph County.
- Current Projects
  - Social Emotional Learning Pilot Year 2
    - Conscious Discipline – Angela Fraley will be returning in the fall to provide professional development, and they host a book club each month to go through the Conscious Discipline text.
    - Building Your Bounce
  - Quality Improvement Goals
  - Community Needs Assessment – They are in the final phase of conducting an early childhood community needs assessment.
  - Strategic Planning
  - Summit on Early Learning – September 10<sup>th</sup>
    - This event is for business representatives.
    - Looking to make the connection between quality childcare and quality workforce.



**Question** from Betsy: You said the enrollment process is challenging. Can you explain?

- Emily/Anna: We know the need is greater than the number enrolled. When families call in, they find there are no appointments. For example, over the weekend they had 50+ applications with 27 pre-approved and only room for 5 appointments. Anna can go in and schedule their CCDF appointments.

**Public Question:** Is the Indiana Department of Education (IDOE) pursuing a kindergarten readiness tool to help coalitions coordinate their work to get providers to use the same assessment?

- Nancy: There is a new early childhood assessment called ISPROUT (Indiana Student Performance Readiness and Observation of Understand Tool) but hasn't heard about a new Pre-K assessment. ISPROUT is designed for students receiving services as part of an individualized education program (IEP).
- So other programs move on with I-STAR KR?
  - Nancy: That is being sunsetted. ISPROUT is being used with public schools.

**Question** from Betsy: How are you planning to demonstrate return on investment (ROI) at your summit?

- Emily: We'll be leaning on last year's report on the cost to the workforce. Legislators are starting to ask questions, and they're asking businesses to use their voices.

**Comment** from Betsy: Would like Emily to present to ELAC reflecting on their Summit

## 6. 2020 ELAC Annual Report Planning

*Kim Hodge and Charlie Geier, Co-Chairs of Data Coordination and System Integration Workgroup*

The presentation is available in the meeting handouts posted on the website here:

<http://www.elacindiana.org/elacindiana/wp-content/uploads/2019/08/ALL-Materials.pdf>

- Need blessing on getting access to Purdue's data to move forward
- What We Recommend
  - Summarize Purdue and KSM needs assessment findings as we expect much of that to be raw data. We also plan to include graphics and more content to tell the story.
- Clarification Needed
  - IDOE data is not displayed in the PDG report as it has in previous ELAC reports so the numbers are very different.





- Three proposed options: combine IDOE data with what the PDG report includes, omit, or include separately with note of clarification

**Question:** Does it overlap?

- Kim: Including IDOE data (after attempting to remove duplicates) adds about 13,000 children and 400 programs.

**Question:** Does this populate some of the data on kindergarten readiness and dollars lost?

- Kim: We think we're looking at a different population than that.

**Question** from Nicole: You asked Purdue about this?

- Kim: Purdue was hesitant to use the ELAC data because of the IDOE component.

**Comment** from Kim: We can send these options to the Committee plus information on the impact and how to incorporate next week for the Committee to reflect and make a decision.

- Betsy: I would like that information, but my impression is to include it separately. We could be very clear about what these subsets are.
- Nancy: I think it's important to include them, and I think it works to report them separately. We'll have children that come to us half of the day and an OMW Pre-K half of the day.
- Nicole: I agree. If the discussion is about access to care and quality of care. The issue could be if they go to a developmental preschool/program for 2 hours a day, we don't want that misconstrued.
- Amanda: The understanding from KSM is to report on the limitations of the data reporting systems.
- Kim: I think that's good because it'll allow us not to cause confusion moving forward.
- Betsy: You don't need to come back to us with additional information. We're all in agreement on how to proceed.
- Timeline and Format
  - Nicole: Dawn has just been working project management, so you need the blessing from the Office (OECOSL). Nicole and the co-chairs can talk about how to proceed with data requests from Purdue and KSM Consulting.
  - Do we want to release this before the legislative session?
    - Kim: Thinking we'll get the report in September, the workgroup will have work to do to compare as well as prepare a data request for IDOE.
    - Betsy: I'm okay with not having it out before the legislative session. Nancy and Mary agreed.



- Betsy: Are we all in agreement?
  - a. Response: Yes.
  - b. Betsy: I think it can inform then the next session, the 2021 session.
- Kim: Our workgroup can put forth some recommendations to see what's possible and make a decision from there.

**7. Public Comment**

- Emily: We loved having you visit us today. If I could just weigh in on the annual report, those county profiles have been huge. They've been very valuable in our work especially in a county that might not have that data as easily at hand as others. It is also in a convenient format to pull up on the phone or computer and quickly share key data points for our area so I would love to see those continue to be available.

**8.** Betsy called to adjourn meeting at 3:17pm.

**9.** Next Meeting: October 22, 2019 at 1pm CDT in Evansville, IN