



Interagency Resource Management Committee Annual Report

April 2022



Working together for Delaware's children

The Delaware Department of Education provides this annual report to the Governor, General Assembly and the Interagency Resource Management Committee (IRMC) to summarize the previous year's work of the Delaware Early Childhood Council and the IRMC's Extended Learning Opportunities Subcommittee.

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DEPARTMENT OF EDUCATION

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Secretary of Education
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April 15, 2022

The Honorable John C. Carney, Jr.
Office of the Governor
Tatnall Building, 2nd Floor
150 Martin Luther King, Jr. Boulevard
Dover, DE 19901

Dear Governor Carney:

As Chair of the Interagency Resource Management Committee (IRMC) it is my pleasure to provide the enclosed annual report on behalf of my colleagues at the Department of Health and Social Services, the Department of Services for Children, Youth and Their Families, the Delaware Early Childhood Council and the Extended Learning Opportunities Subcommittee. This report provides a comprehensive review of progress being made on 2021-2022 early child care education and extended learning initiatives.

Despite the ongoing COVID-19 pandemic we all continued to face in 2021, we worked collaboratively to utilize the federal Elementary and Secondary School Emergency Relief (ESSER) funds, more specifically known as the Coronavirus Aid, Relief, and Economic Security Act (CARES) funds, the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSA) funds, and the American Rescue Plan funds. These funds will be utilized to create, expand and continue supportive services to support the education and wellness of Delaware's children.

The changes in governance that began in 2020 continued to solidify in 2021 allowing for improved communication and staff collaboration and overall better alignment of early childhood services for those in need.

We look forward to continuing to work collaboratively to meet the goals outlined in the Delaware Early Childhood Council's *2020-2025 Strategic Plan: Strengthening Early Success Building our Future Together*.

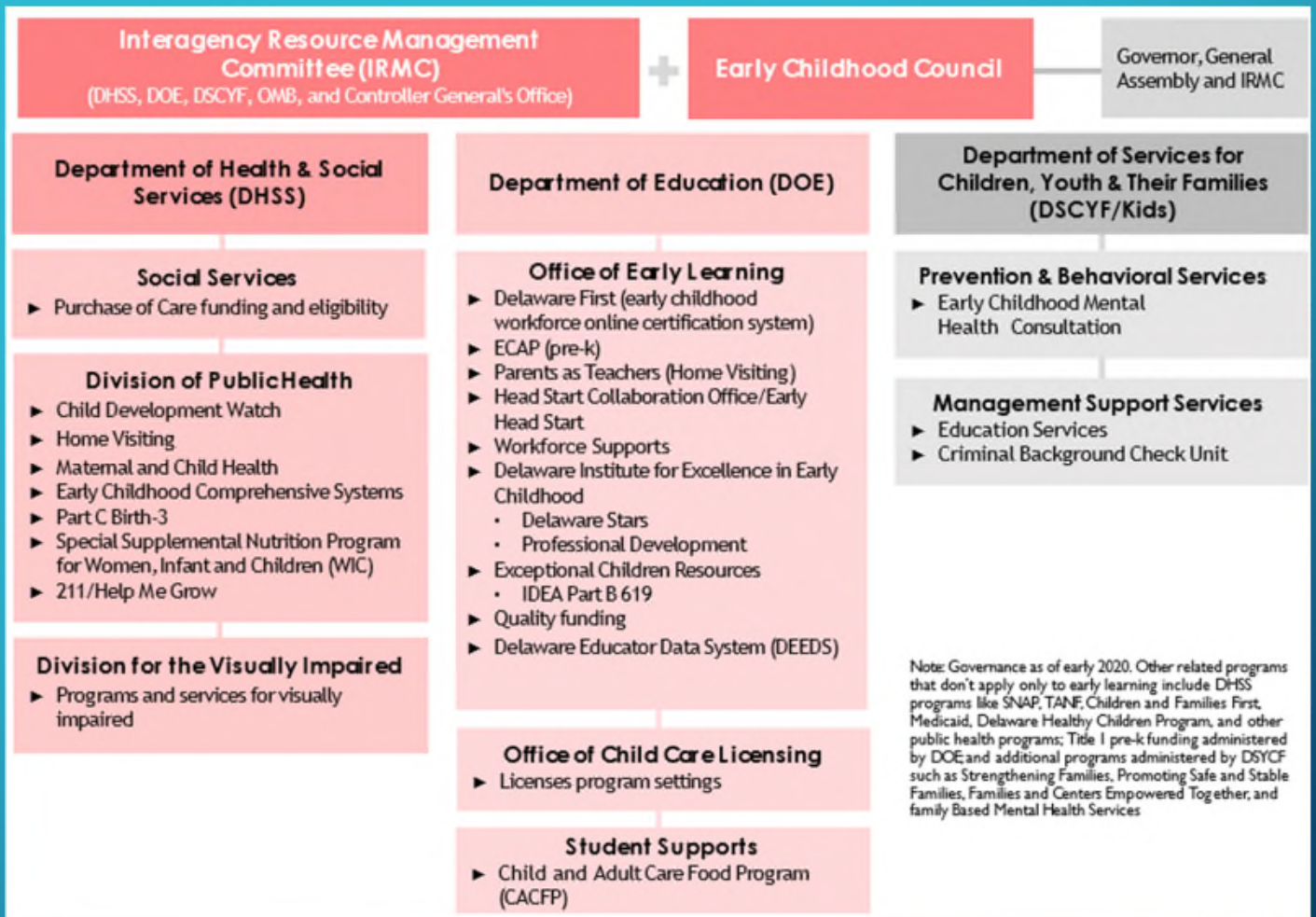
Sincerely,

A handwritten signature in black ink, appearing to read "Mark A. Holodick", written in a cursive style.

Mark A. Holodick, Ed.D.
Secretary of Education

cc: David Sokola, President Pro Tempore of the Senate
Peter Schwartzkopf, Speaker of the House

EARLY CHILDHOOD GOVERNANCE IN DELAWARE



INTERAGENCY RESOURCE MANAGEMENT COMMITTEE (IRMC)

MISSION

The mission of the Interagency Resource Management Committee (IRMC) is to provide administrative responsibility and oversight for all appropriations made to the Department of Education pursuant to this section. Such administrative responsibility shall include, but not be limited to the following:

- Determining unserved and underserved areas within the State to be addressed in any given year. Such identified areas will be specified within the Request for Proposal (RFP) issued to prospective providers.
- Reviewing, recommending and disbursing grant awards for contracts to qualifying providers to deliver early childhood educational services to preschool-age children who live in poverty.
- Reallocating unobligated or unspent appropriations made to the Department of Education pursuant to this section.
- Verifying that the contracting providers use state funds paid to them for the purposes specified in their contracts.

Additional information regarding the responsibilities of the IRMC can be found in [14 Del. C. §3001 State Early Childhood Council at Education Program \[Effective July 1, 2020\]](#).



INTERAGENCY RESOURCE MANAGEMENT COMMITTEE (IRMC)

MEMBERSHIP AS OF DECEMBER 2021

Role Defined in Code	Name
Secretary of Education, who shall be the chairperson of the IRMC	Susan Bunting
Secretary of the Department of Health and Social Services	Molly Magarik
Secretary of the Department of Services for Children, Youth and Their Families	Josette Manning
Director of the Office of Management and Budget	Cerron Cade
Controller General	Ruthann Jones
Chair of Early the Childhood Council (non-voting)	Madeleine Bayard
Chair of the IRMC Extended Learning Opportunities Subcommittee (non-voting)	Regina Sidney-Brown



INTERAGENCY RESOURCE MANAGEMENT COMMITTEE (IRMC)

2021 MEETING TOPICS

January 21, 2021 Meeting

Delaware Early Childhood Council Member Update – Madeleine Bayard
Strategic Plan and Early Learning Grant Updates – Madeleine Bayard, Yvette Sanchez-Fuentes and Dr. Kimberly Krzanowski
Extended Learning Opportunities Subcommittee Update – Regina Sidney-Brown

April 15, 2021 Meeting

Delaware Early Childhood Council Nominations for Approval – Debra Taylor and Meghan Walls
Strategic Plan and Early Learning Grant Updates – Madeleine Bayard
Early Childhood Support Office Update – Yvette Sanchez-Fuentes
Vaccination of K-12 and Early Care Providers Update – Yvette Sanchez-Fuentes
Summer Camps Licensing Update - Yvette Sanchez-Fuentes
2020 IRMC Annual Report Approval
Coronavirus Relief Bill Spending Update – Secretary Susan S. Bunting
Extended Learning Opportunities Subcommittee Update – Regina Sidney-Brown

July 15, 2021 Meeting

Delaware Early Childhood Council Nominations for Approval – Christopher Bell, Jamie Schneider, Quinn Johnson and Thomas Hall
Delaware Early Childhood Council Update – Madeleine Bayard
Early Childhood Support Office Update – Yvette Sanchez-Fuentes
Federal Funding Update – Secretary Susan S. Bunting

October 21, 2021 Meeting

Delaware Early Childhood Council Nominations for Approval – Bryan Haimes, Meredith Seitz
Delaware Early Childhood Council Update – Madeleine Bayard
Early Care and Education Updates, including:
National Overview of Early Child Care
American Rescue Plan Update: Stabilization and Quality Fund
Emergency Order Regulations regarding Health Examinations and DELACARE Regulations for Centers, Family and Large Family Child Care Homes and Youth Camps
Extended Learning Opportunities Subcommittee Update – Regina Sidney-Brown
American Rescue Plan Funding Update – Secretary Susan S. Bunting



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

MISSION

The mission of the ELOS is to oversee coordination, research and planning statewide for before and after school and summer learning programs for school-age children, with the charge to advise the General Assembly and the Governor.

Additional information regarding the responsibilities of the ELOS can be found [in 14 Del. C., §1703A. Extended Learning Opportunities Subcommittee.](#)



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

MEMBERSHIP AS OF DECEMBER 2021

Role Defined in Code	Name
Secretary of Education or Designee	John Hulse
Secretary of DSCYF or Designee	Meredith Seitz
Secretary of DHSS or Designee	Thomas Hall
DE Afterschool Network Director	Regina Sidney-Brown*
Rep of nonprofit afterschool program provider	Patricia Belle-Scruggs
Rep of private afterschool program provider	Brandon Bolinski
Rep of summer program provider	Vacant
School District superintendent	Jeffrey Menzer
Rep of elementary school teachers	Janine Clark
Rep of secondary school teachers	Alison Lauber
Four members of the public	Martha Buell
	Chantalle Ashford
	Yolanda Rushdan
	Rosalia Martinez
Rep of Charter School community	Denise Stouffer
Rep of Governor's Advisory Council on Exceptional Children	Bill Doolittle
Rep of Provider Advisory Board	Connie Merlet
Two principals - one elementary	Rebecca Feathers
Two principals - one secondary	Michele Savage



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

2021 MEETING TOPICS

January 12, 2021 Meeting

Status of Technology Equity Statement
Recommendations from University of Delaware's America After 3PM Data Report
White Riley Peterson Public Policy Fellowship Program

February 9, 2021 Meeting

COVID-19 Relief Funding Discussion
IRMC Annual Report Discussion
Presentation: Planning for Summer Learning Now
POC Waiver Discussion
Vaccine Update for K-12 educators, after school leaders and early child care professionals

March 9, 2021 Meeting

Presentation: Dr. Orrin White – Learning Pod Collective
IRMC Annual Report Review/Vote
Status of COVID-19 Relief Funding
Vaccine Update for K-12 educators, afterschool leaders and early child care professionals
Update on unlicensed child care facilities
Presentation: Delaware of Education Delaware Racial Justice Collaborative
Presentation: CCDF Pre-Print
Presentation: Afterschool Alliance
Presentation: National Summer Learning Association

April 13, 2021 Meeting

Funding Recommendation Letter Update
Presentation: Delaware Stars Standards Revision Update
Presentation: Delaware Social Emotional Learning Collaborative
Vaccine Update for K-12 educators, afterschool leaders and early child care professionals
Unlicensed child care facilities update
American Rescue Plan Update

May 11, 2021 Meeting

Presentation: Department of Education Equity Council
Presentation: Child Care Development Fund
ELOS Strategic Plan (Recommendations) Meeting Discussion



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

2021 MEETING TOPICS (CONTINUED)

June 8, 2021 Meeting

American Rescue Plan
ELOS Recommendations Document

July 13, 2021 Meeting

ELOS Recommendations Document

August 10, 2021 Meeting

Discussion of Draft Funding Recommendation Letter to Secretary Bunting
ELOS Recommendations Document

September 14, 2021

American Rescue Plan – ESSER III, Delaware's Plan Overview and Next Steps
ELOS Recommendations Document

October 12, 2021 Meeting - Cancelled

November 9, 2021 Meeting

ELOS Recommendations Document
Delaware School-Community Learning Program Grant Application Discussion
Membership Update

December 14, 2021 Meeting

ELOS Recommendations Document
American Rescue Plan – RFAs and Other Opportunities
Delaware Afterschool Network (DEAN) Survey
2022 ELOS Meeting Schedule



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

2021 ACCOMPLISHMENTS

The Extended Learning Opportunities Subcommittee accomplished several objectives in 2021, including the following:

- Welcomed six (6) new members to the subcommittee and reappointed 3 existing members.
- Researched and reviewed funding mechanisms for before and after care and summer learning programs, including three rounds of Elementary and Secondary School Emergency Relief (ESSER) funding which is better known as CARES Act Funding, CRRSA Funding and ARP Funding.
- Continued to evaluate the impact of COVID-19 on students, families, K-12 and early learning educators and plan to address for the increased need for extended learning programming, professional development, workforce recruitment and retention.
- Collaborated and promoted the 21st Century Community Learning Centers, specifically their Request for Applications for funding that is available for either wrap around services for after school or summer learning programs and professional development.
- Provided information to members, via guest speakers, regarding early childhood literacy, access to statewide library resources and Delaware Stars Standards Redesign.
- Assisted with research for the Delaware Afterschool Network (DEAN) on an interactive map that will show the location of after school, out-of-school and summer learning programs in Delaware.



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

RECOMMENDATIONS AND PROGRESS TOWARD GOALS

Building upon the findings of national and local studies* in extended learning programs and services, which exemplified needs, highlighted best practices and provided ELOS with established goals, the ELOS makes the following recommendations for its work in 2022:

- Supporting the DECC Strategic Plan and associated policy agenda
- Supporting the K-12 population, including students with disabilities
- Supporting United Way of Delaware and the Delaware Racial Justice Collaborative in their work around learning pods, social emotional learning, and professional development
- Supporting Department of Education Career and Technical Education to ensure youth have access to early learning career pathways
- Supporting DAEYC in their work around early childhood and after school educator compensation
- Advocating for increased professional development learning opportunities via the Delaware Institute for Excellence in Early Childhood (DIEEC).
- Addressing identified gaps in after school programming
- Developing new partnerships in support of before and afterschool care and summer learning, as well as continuing collaborative relationships with the following partners:
 - Delaware Association for the Education of Young Children (DAEYC)
 - Delaware Early Childhood Council (DECC)
 - Interagency Resource Management Committee (IRMC)
 - School Districts
 - United Way of Delaware (UWDE)
 - Department of Education's 21st Century Community Learning Centers
 - Department of Education's Career and Technical Education Staff
 - Community-Based Organizations, such as Boys and Girls Club, YMCA, and others represented by ELOS members
 - Early Child Care Businesses
 - Members of General Assembly

*University of Delaware's Extended Learning Opportunities in Delaware Report, Statewide Afterschool Initiative Learning Task Force Report, Delaware Afterschool Network's (DEAN) 2018 Data Project Report.docx), Successful Strategies for Extended Learning Opportunities.



IRMC'S EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)

PRIORITIES: 2021-2022

In 2022, the ELOS will work on meeting the following objectives as it seeks to support the IRMC:

- Collaborate with United Way of Delaware and the Delaware Afterschool Network on the creation of an interactive map to serve as a centralized data system indicating where after school programming is available, types of programs, daily operations, etc., thereby highlighting areas within Delaware where such programming needs to be developed.
- Collaborate with the Delaware Department of Education (DDOE) to provide valuable feedback on before and after school and summer learning programs, including monitoring school and community programs to ensure alignment of activities and supports.
- Coordinate with the 21st Century Community Learning Grant Program to identify and address gaps in afterschool programming, especially in lower Delaware and support funding opportunities for local education agencies and community-based organizations.
- Work to implement a comprehensive system for improving program quality that is built around a research-validated assessment instrument.
- Establish new partnerships with organizations who focus on advocating for extended learning opportunities for all students.
- Support funding opportunities from various sources to ultimately improve the landscape of before and after care programs and summer learning programs.
- Research and consideration to implement standards for out-of-school time programs for students in grades 7-12, which would provide assurance that all Pre K-12 programs are reviewed and licensed without the current exemption for programming for ages 13-18.



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

MISSION

The mission of the Delaware Early Childhood Council (DECC) is to promote the development of a comprehensive and coordinated early childhood system, birth to five, which provides the highest quality services and environment for Delaware's children and their families.

Additional information regarding the responsibilities of the DECC can be found in [14 Del.C. §3002 Early Childhood Council](#).



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

MEMBERSHIP AS OF DECEMBER 2021

Role Defined in Code	Name
Two center-based early care and education providers	Cheryl Clendaniel
	Lucinda Ross
One family-home based early care and education provider	Carrette Monsanto
One parent whose child participates in early childhood services	Christopher Bell
One Delaware Head Start/Early Childhood Assistance Program Association Representative	Heidi Beck
One Representative of a state-wide early care and education resource and referral agency	Kirsten Olson
Two representatives from advocacy organizations focused on children's health and well-being	Meghan Walls
	Bryan Haimes
One representative of the Delaware Association for the Education of Young Children	Jamie Schneider
One public school district superintendent	Matthew Burrows
One higher education representative who also serves on P-20 Council	Elizabeth Ritchie
One business community representative	Vacant
Two community members	Quinn Johnson
	Madeleine Bayard
One representative of the General Assembly	Debra Heffernan
The State Director of Head Start Collaboration	Debra Taylor
A representative of the Delaware Department of Health and Social Services, representing children's health, child care subsidy, and Part C of IDEA	Thomas Hall
A representative of the Delaware Department of Services for Children, Youth and Their Families, representing child mental health, child care licensing, and family services	Meredith Seitz
A representative of the Delaware Department of Education representing early childhood professional development, section 619 of IDEA and state early learning guidelines	Yvette Sanchez-Fuentes



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

MEMBERSHIP AS OF DECEMBER 2021 (CONTINUED)

Role Defined in Code	Name
Director of the Early Development and Learning Resource Center of the Department of Education (now known as the Office of Early Learning)	Kimberly Krzanowski
Chair of the Family Support Coordinating Council	Karen DeRasmo
Director of the State's Institute for Excellence in Early Childhood	Rena Hallam
EX-OFFICIO	
General Ex-officio Member	Ed Freel
General Ex-officio Member	Mary Moor
General Ex-officio Member	Karyl Rattay
General Ex-officio Member	Elizabeth Timm
General Ex-officio Member	Michelle Wilson
General Ex-officio Member	Rebeca Vitelli
General Ex-officio Member	Clara Martinez
General Ex-officio Member	Julie Johnson
General Ex-officio Member	Kimberly Brancato
General Ex-officio Member	Mike Quaranta
General Ex-officio Member	Kimberly Bryda
General Ex-officio Member	Melanie Thomas-Price



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

MEETING TOPICS

January 19, 2021 Meeting

Support Available to Families and Providers – Meghan Walls

Administrative/Agency Updates including:

- Federal Relief Allocation for Child Care - Yvette Sanchez-Fuentes & Thomas Hall
- Child Care Development Fund (CCDF) - Yvette Sanchez-Fuentes & Thomas Hall
- Purchase of Care (POC) Updates - Yvette Sanchez-Fuentes & Thomas Hall
- Market Rate Study and Initial Cost of Care Study - Yvette Sanchez-Fuentes & Thomas Hall
- COVID-19 Vaccinations - Yvette Sanchez-Fuentes & Thomas Hall
- DEEDS 3.0 – Kimberly Krzanowski

Delaware Stars Redesign Update – John Fisher-Klein & Rena Hallam

Implementing the DECC Strategic Plan – Madeleine Bayard & Yvette Sanchez-Fuentes

Education Lawsuit Update: Early Childhood Components – Dwayne Bensing

March 16, 2021 Meeting

Agency Updates including:

- COVID-19 Vaccinations for Workforce – Yvette Sanchez-Fuentes
- Federal Relief of Child Care and POC Updates – Thomas Hall
- CCDF Plan – Thomas Hall
- Market Rate Study Results – Thomas Hall
- Cost of Care Estimation Tool Development – Thomas Hall
- Early Childhood Comprehensive System (ECCS) Submission – Crystal Sherman
- Birth to Three (IDEA Part C) – Kristina Horton & Michelle Matthew

Delaware Stars Redesign Discussion – John Fisher-Klein & Rena Hallam

Implementing the DECC Strategic Plan – Madeleine Bayard

May 18, 2021 Meeting

Paid Family and Medical Leave Proposal Review – Liz Richards

Agency Updates including:

- Child Care Stabilization Grants – Yvette Sanchez-Fuentes
- State of Child Care: Office of Child Care Licensing – Betty Gail Timm
- Child Care Workforce – Betty Gail Timm
- Delaware Stars Redesign Update – Kimberly Krzanowski
- Data Systems Update – Kimberly Krzanowski
- Regulation Alignment across early childhood programs in schools – Betty Gail Timm
- Delaware Office of Early Learning Advisory Committee and Roadmap to Implement DECC

Strategic Plan – Madeleine Bayard

Update on Part C transition of children turning three in summer – Michelle Matthew

Cost of Child Care Estimator Tool Working Group Report – Thomas Hall, Yvette Sanchez-Fuentes

CCDF Draft Plan Review Presentation – DOE and DHSS Teams

Committee Updates - Various



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

MEETING TOPICS (CONTINUED)

June 2, 2021 Meeting

DE Stars Redesign – Feedback Discussion and Update

July 20, 2021 Meeting

Agency Updates including:

FY22 Budget - Yvette Sanchez-Fuentes

Final CCDF Plan and alignment with DECC Strategic Plan - Yvette Sanchez-Fuentes and Thomas Hall

Delaware Stars Redesign Update and Timeline – Yvette Sanchez-Fuentes

Child Care Workforce Scholarships and Compensation – Kimberly Krzanowski

Family SHADE RFP – Crystal Sherman

COVID-19 Guidelines, Testing and Vaccinations – Karyl Rattay

ARP Funding and Spending - Yvette Sanchez-Fuentes

Legislative Update and Discussion: Summary of Enacted Early Childhood Bills and Related Budget Actions – Madeleine Bayard

September 1, 2021 Meeting

DE Stars Redesign Update

American Rescue Plan Funding

September 21, 2021 Meeting

Agency Updates including:

Child Care Classroom and Site Closures – Betty Gail Timm

Delaware Stars Timeline – Yvette Sanchez-Fuentes

ARP Funding - Yvette Sanchez-Fuentes

SR 21 Data including POC Utilization – Thomas Hall

CCDF Final Plan – Thomas Hall

FY23 Budget – Madeleine Bayard

Legislation and Next Steps for Implementation and DECC Engagement – Madeleine Bayard

November 10, 2021 – [Home Visiting Virtual Lunch & Learn](#)

November 16, 2021 Meeting

Wilmington Early Care and Education Committee Update – Heidi Beck, Patti Lynch & Leah Leader

Agency Updates including:

DDOE Updates: Legislation, ARP Funding, Governor’s Press Release on Early Care Funding, Data Systems, FY 23 Budget – Yvette Sanchez-Fuentes

DHSS Updates: FY 23 Budget, Child Care Stabilization Grants and POC – Thomas Hall

SR 21 Data Summary and Discussion – Janice Barlow and Erin Lynch

DECC Strategic Plan Stock Take – Madeleine Bayard

School Registration Month and Upcoming Events – Diane Frentzel



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)



Strengthening Early Success: Building Our Future Together

2020-2025 Vision



Delaware Early Childhood Council

www.doe.k12.de.us/DECCStrategicPlan



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

PRIORITIES 2021-2022

FY23 Budget Priorities (based on Council survey in August and September 2021)

- 1. Increasing the Purchase of Care Rate (DHSS)** to the federal benchmark of (100% of) the 75th percentile of the market rate and funding child care enrollment not attendance.
- 2. Investing in the Child Care Workforce** and shoring up retention (**DOE**) with a priority on replacing the WAGE\$ compensation initiative, which was funded with state resources to provide stipends to educators who advanced their credentials and degrees and stayed in the field (this initiative was terminated July 1).
- 3. Public School Pre-K Funding (DOE)**, including lowering the teacher-child ratio for basic special education to align with the Quality Rating and Improvement System (Stars); funding typical peers to meet requirements of IDEA; funding Child Find; and funding children identified after the September 30 unit count.
- 4. Investing in early intervention (DOE/DHSS)**, including services for Part C/Early Intervention families

Implementation of Legislation, including focus on creating a child care workforce compensation scale, producing a cost of quality care calculator, moving Part C of IDEA to DOE, implementing common school registration process, issuing new regulations related to screening in child care and licensing for public and private schools, and expanding ECAP

Leverage ARP Funding to Support Implementation of our Plan and Recommendations, with priority on stabilizing the industry and supporting workforce recruitment and retention
2021-22 Priorities

Additional information about the Delaware Early Childhood Council can be found here at <https://www.doe.k12.de.us/Page/3760>.



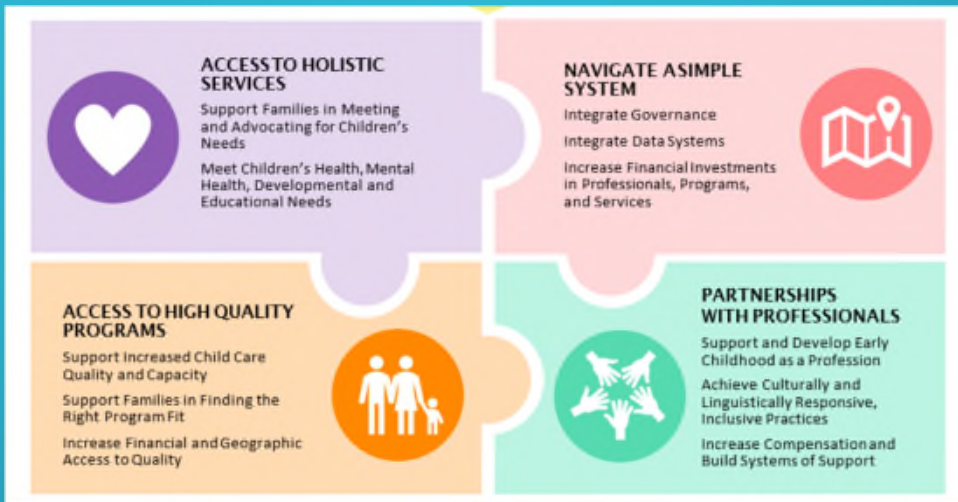
DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

COUNCIL COMMITTEES AND KEY STAFF

The work on these five committees will support the Delaware Early Childhood Council (DECC) in achieving its priorities over the next few years, as well as the long-term goals noted in each specific committee noted below.

Kirsten Olson,
Children and Families First +
Meghan Walls,
Nemours
Staff: Crystal Sherman, DPH

Madeleine Bayard,
Rodel
Staff: Yvette Sanchez Fuentes, DOE



Melanie Thomas-Price,
Leap of Faith Child Care +
Kimberly Bryda,
Little Caboose Child Care
Staff: Yvette Sanchez Fuentes, DOE

Rena Hallam,
University of Delaware+
Lucinda Ross, St. Michael's School
Staff: Kelly McDowell, OCCL, DOE



INCLUSION

Serving all families with a focus on equity and inclusion in natural settings
Increasing access to special service providers and early intervention

Kim Brancato + Jamie Walko
Staff: Cindy Brown, OEL, DOE



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

ACCESS TO HOLISTIC SERVICES

Recommendation	2021 Progress toward Goal
Mandate universal birth through age 8 screenings connected to intervention services and resources for all	HB 202 requires screening in child care settings
Expand family leave to all families through employee based, tax pool model	SB 1 introduced, fund established
Integrate behavioral health services into pediatric care settings	Nemours Health Steps pilot underway
Enhance access to Medicaid and insurance for pregnant and postpartum women	New legislation passed around expanding Medicaid to moms postpartum up to one year
Expand existing home visiting system to include universal, voluntary tiered home visiting services	Potential to use ARP funds Establishment of Medicaid reimbursement underway



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

ACCESS TO HIGH QUALITY PROGRAMS

Recommendation	2021 Progress toward Goal
<p>Simplify the number of and increase the quality standards-- particularly focused on educators, leaders and interactions for learning --through the Stars Quality Rating and Improvement System and State pre-k (ECAP) requirements</p>	<p>SR 55 requires simplification of standards across programs Epilogue requires higher standards for ECAP contracts</p>
<p>Increase state investment to reimburse all programs based on the cost of quality care</p>	<p>Cost of Quality Calculator due March 2022 (epilogue)</p>
<p>Invest in universal, mixed delivery pre-k for all 3-and 4-year olds(school based, itinerant services, Head Start, community-based organizations, small businesses)</p>	<p>200 additional ECAP slots funded</p>



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

PARTNERSHIPS WITH PROFESSIONALS

Recommendation	2021 Progress toward Goal
Revise the state-based career pathways to include stackable credentials through a competency-based system	SCR 36 requires DOE and DECC to issue compensation scale and professional pathway
Establish individual licensure requirement and registry for professionals	WELS system anticipated to launch 2022
Over time, and with increased compensation and support, require higher standards of education and degrees in early childhood	DOE endorses CDA as requirement for child care professionals by 2028 + adoption of Power to the Profession
Increase requirements for teaching literacy in teacher certification for ages birth through 8	SB133 requires science of reading in all educator prep programs



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

NAVIGATE A SIMPLE SYSTEM

Recommendation	2021 Progress toward Goal
<p>Consolidate governance of programs, services and funding; coordinate funding to improve service delivery and create a unified family experience</p>	<p>SB 136 moved Part C to DOE by 2023</p>
<p>Streamline regulations structuring early childhood programs and services, including Stars, licensing, and health</p>	<p>SCR 55 addresses early learning standard streamlining</p>
<p>Develop single data system to track registration and attendance for all ECCE settings, including a common statewide kindergarten enrollment system--all children are provided a unique identifier from birth-12th grade so programs and professionals can support children's needs</p>	<p>SB82 requires single enrollment system for public schools; pilot underway</p>
<p>Create single workforce data system that maintains educator licensure data (including qualification, professional development, and demographic data) across programs and services</p>	<p>WELS system anticipated to launch 2022</p>



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

EARLY CHILDHOOD INCLUSION COMMITTEE

Recommendation	2021 Progress toward Goal
Ensure health and safety regulations are in place to protect all children regardless of child care setting	SB169
Expand developmental screening and early intervention services	HB 202
Provide support to districts to improve inclusion practices	ECTA engaged to provide statewide training
Align special education services	SB136 moves Part C; DOE hiring for transition manager



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

EARLY CHILDHOOD EDUCATOR COMPENSATION SCALE (INITIAL FRAMEWORK)

Level	Education (minimum)	Target Salary (Wage)	Rationale	Additional Levels
Entry	High school diploma or equivalent recognized by DOE, plus: <ul style="list-style-type: none"> ●6 credits: At least 3 college credits in ECE and 3 college credits in child development OR ●Training for Early Care and Education 1 or equivalent training as recognized by OCCL OR ●Completion of traditional high school's career pathway program (CTE) in ECE as recognized by DOE 	\$35,880/year (\$17.25/hour)	\$2 more than minimum wage in 2025	
Level 1	High school diploma or equivalent recognized by DOE, plus: <ul style="list-style-type: none"> ●Child Development Associate Credential (CDA) OR ●Completion of at least 9 credits from a college/university in early childhood education, early childhood development, and positive behavior management OR ●State determined credential and/or certificate equivalencies 	\$40,560/year (\$19.50/hour)	Approximate state living wage for a family with 1 child.	If Lead Teacher, increase by additional ~10% to account for additional responsibilities: \$44,600/year (\$21.45/hour) If Administrator, increase by additional ~10% to account for additional responsibilities: \$49,100/year (23.60/hour)



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

EARLY CHILDHOOD EDUCATOR COMPENSATION SCALE (INITIAL FRAMEWORK (CONTINUED))

Level	Education (minimum)	Target Salary (Wage)	Rationale	Additional Levels
Level 2	Associate's degree in Early Childhood Education (or Associate's degree with at least 9 credits in early childhood)	\$52,700/year (\$25.35/hour)	Increase wages by ~30% from Level 1 to incentivize important and challenging movement from CDA equivalent to Associate's degree.	If Lead Teacher, increase by additional ~10% to account for additional responsibilities: \$58,000/year (\$27.90/hour) If Administrator, increase by additional ~10% to account for additional responsibilities: \$63,800/year (\$30.67/hour)
Level 3	Bachelor's degree in Early Childhood Education (or Bachelor's degree with at least 9 credits in early childhood)	\$60,600/yr. (\$29.15/hr.)	Increase wages by ~15% from Level 2 to approach parity with K-12 teacher with Bachelor's degree (Step 1 on PK-12 public school educator salary and experience scale of 18+).	If Lead Teacher, increase by additional ~10% to account for additional responsibilities and to reach full parity with K-12 teacher (step 1): \$66,700/year (\$32.07/hour) If Administrator, increase by additional ~10% to account for additional responsibilities and to reach full parity with K-12 teacher (step 1): \$73,300/year (\$35.25/hour)



DELAWARE EARLY CHILDHOOD COUNCIL (DECC)

EARLY CHILDHOOD EDUCATOR COMPENSATION SCALE (INITIAL FRAMEWORK (CONTINUED))

Level	Education (minimum)	Target Salary (Wage)	Rationale	Additional Levels
Level 4	Master's degree in Early Childhood Education	\$76,500/year (\$36.80/hour)	Increase wages by ~15% from Level 3 in Level 3 (parity with mid-level on K-12 teacher scale)	If Administrator, increase by additional ~10% to account for additional responsibilities: \$84,150/year (\$40.45/hour)

Additional information about the proposed ECE Compensation scale can be found [here](#).





Learn more about the work of the
Delaware Early Childhood Council
and the Extended Learning Opportunities
Subcommittee

at

<https://www.doe.k12.de.us/domain/366>

