

2022 Interagency Resource Management Committee (IRMC) Annual Report

Partnering – Connecting – Taking Stock – Prioritizing – Elevating – Moving Forward



The Delaware Department of Education provides this annual report to the Governor, General Assembly and the Interagency Resource Management Committee (IRMC) to summarize the 2022 accomplishments and outline 2023 priorities of the Delaware Early Childhood Council (DECC) and the IRMC's Extended Learning Opportunities Subcommittee (ELOS).

April 2023

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April 15, 2023

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 which provides a streamlined view of work undertaken in 2022 by the Delaware Early Childhood Council (DECC) and the Extended Learning Opportunities Subcommittee. This year's report more clearly illustrates each entities' accomplishments and priorities.

As we recover from the COVID-19 pandemic and the many challenges that occurred as a result of that trying time, the Department of Education along with the Department of Health and Social Services and the Department of Services for Children, Youth and Their Families have continued to educate, inform and provide supportive services to Delaware's children.

We look forward to continuing to work collaboratively, in support of the DECC, as it continues to implement it's 2020-2025 Strategic Plan, *Strengthening Early Success: Building our Future Together*.

Sincerely,

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

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

EXTENDED LEARNING OPPORTUNITIES SUBCOMMITTEE (ELOS)



ELOS: Partnering For Progress

MISSION: The Extended Learning Opportunities Subcommittee (ELOS) oversees the 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.

PARTNERSHIPS: These are the building blocks that the ELOS uses to fulfill its mission. It collaborates with various entities, including but not limited to local early care providers for before-school activities, school districts, charter schools, 21st Century Community Learning Centers, libraries, and community-based organizations to deliver afterschool and summer enrichment programming, and national afterschool partners to help address gaps, identify opportunities and funding to improve student outcomes. Specific work and outcomes are on Page 6.



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ELOS: Making The Case

As the Extended Learning Opportunities Subcommittee (ELOS) executed on its mission in 2022, it identified focus areas where it served and accomplished work with various partners – specifically serving students through additional before and after school and summer enrichment programs. It continues this work in 2023.

INCREASING INVESTMENT IN WORKFORCE



Partners:

- Dept. of Education
- Dept. of Services for Children, Youth and Their Families

Focus & Outcomes:

- Addressing early care and school-age workforce crisis through data systems, governance, workforce study, policy and advocacy
- Simplify, yet strengthen the background check process for childcare and school-age workforce

EXPANDING OPPORTUNITIES FOR SCHOOL AGE STUDENTS



Partners:

- DE Afterschool Network
- Action for DE's Children
- DE DOE's 21st Century Community Learning Centers
- DE Charter Schools Network

Focus & Outcomes:

- Collaborating with community-based organizations to expand afterschool and summer enrichment programs for students in order to accelerate learning and catch up on learning loss

INCLUSIVE EQUITY SUPPORTS



Partners:

- Governor's Advisory Council for Exceptional Citizens
- DE Racial Justice Collaborative (DRJC)
- Parent Information Center

Focus & Outcomes:

- Ensuring appropriate programming and the opportunity to learn is inclusive and available to all school-age students
- Tracking legislation to support programs for individuals with disabilities

OTHER



Partners:

- Schools/Nutrition
- National Partners
- DE DOE's Trauma Informed and Social Emotional Learning (SEL) Staff

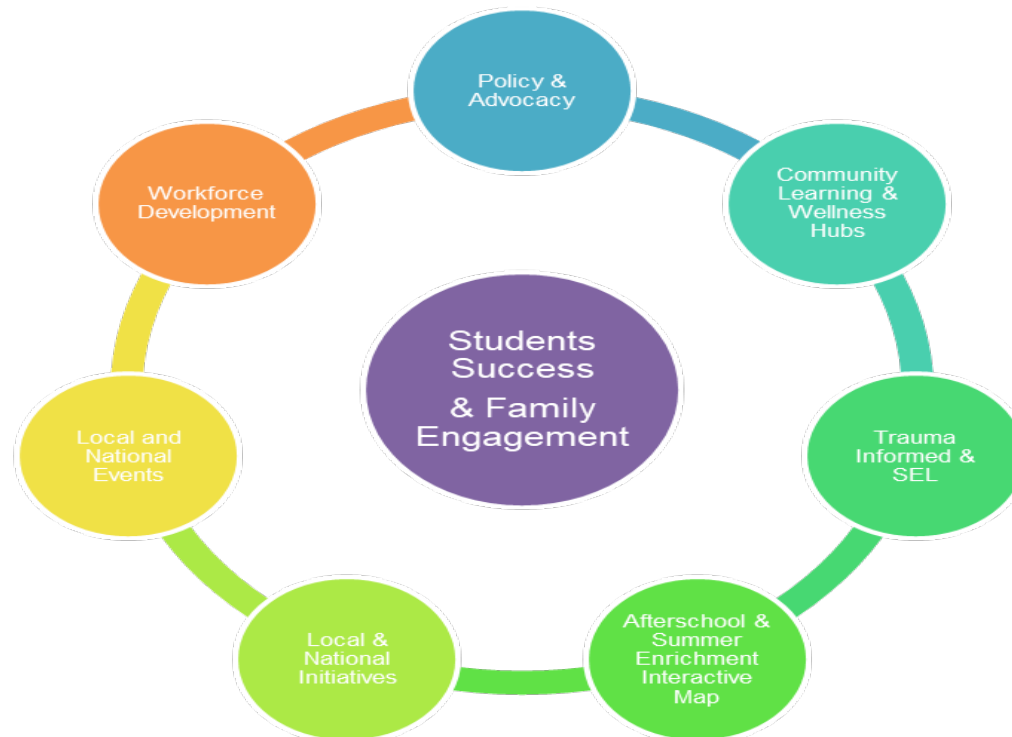
Focus & Outcomes:

- Ensuring students have resources needed to learn (good attendance, proper nutrition, etc.)
- **Focus:** Bringing reading, math, physical fitness, CTE programs and events to school-age students

ELOS: 2023 Moving Forward

Moving into 2023, ELOS will continue to optimize every opportunity to address barriers to success that are impacting students in before/after school and summer enrichment programs, such as mental health, trauma, social emotional and wellness issues, disabilities, racism, health/nutrition, transportation, staffing challenges, and funding.

It will continue to work with providers, champions, legislators, and local and national partners to offer and advocate for comprehensive programming, activities, and events for school-age students.



**DELAWARE
EARLY
CHILDHOOD
COUNCIL
(DECC)**

DECC: Mission – Website – Membership



MISSION

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



WEBSITE

Information about the [Delaware Early Childhood Council](https://education.delaware.gov/community/governance/committees-and-task-forces) including a description, members, upcoming meetings and annual reports can be found on the Delaware Department of Education website at:

[https://education.delaware.gov/community/governance/committees-and-task-forces*](https://education.delaware.gov/community/governance/committees-and-task-forces)



MEMBERSHIP

Council membership is made up of representatives from child care businesses, parents, Head Start, Early Childhood Assistance Program (ECAP), statewide early care and education resource agencies, child advocacy groups, the Delaware Association for the Education of Young Children, public schools, business and community, the General Assembly the Department of Health and Social Services, the Department of Services for Children, Youth and Their Families, and the Department of Education. *A complete membership list can be found at the website above.

DECC: Taking Stock: 2022



tinyurl.com/DECCStrategicPlan

DECC: Committees and Their Priorities

★ **Kirsten Olson**,
Children and Families
First
★ **Meghan Walls**,
Nemours
✧ Staff:
* Amber Shelton, OEL, DDOE
* Crystal Sherman, DPH



ACCESS TO HOLISTIC SERVICES
Support Families in Meeting and Advocating for Children's Needs
Meet Children's Health, Mental Health, Developmental and Educational Needs



NAVIGATE A SIMPLE SYSTEM
Integrate Governance
Integrate Data Systems
Increase Financial Investments in Professionals, Programs, and Services

★ **Madeleine Bayard**,
Rodel
✧ Staff: John Fisher-Klein, OEL, DDOE

★ **Melanie Thomas-Price**, Leap of Faith Child Care
★ **Kimberly Bryda**, Little Caboose Child Care
✧ Staff: Takeisha Edmonds, OEL, DDOE




ACCESS TO HIGH QUALITY PROGRAMS
Support Increased Child Care Quality and Capacity
Support Families in Finding the Right Program Fit
Increase Financial and Geographic Access to Quality



PARTNERSHIPS WITH PROFESSIONALS
Support and Develop Early Childhood as a Profession
Achieve Culturally and Linguistically Responsive, Inclusive Practices
Increase Compensation and Build Systems of Support

★ **Rena Hallam**,
University of Delaware
★ **Lucinda Ross**, St. Michael's School
✧ Staff: Kelly McDowell, OEL, DDOE



EARLY CHILDHOOD 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**
✧ Staff: Cindy Brown, OEL, DDOE



DECC: Access to Holistic Services

Recommendation	2022 Progress toward Goal
Expand family leave to all families through employee based, tax pool model	✓ Paid Family Medical Leave legislated statewide
Enhance access to Medicaid and insurance for pregnant and postpartum women	✓ Medicaid reimbursement beginning for home visiting ✓ Coverage for women for 12 months postpartum legislated ✓ Home visiting and doula care Medicaid coverage required
Expand existing home visiting system to include universal, voluntary tiered home visiting services	✓ Nurse Family Partnership expansion in New Castle County
Leverage family service coordinators and community health workers to support families	✓ Community Health Worker model implemented through home visiting programs to support case management and wrap around needs



DECC: Access to High Quality Programs

Recommendation	2022 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>	<ul style="list-style-type: none">✓ Department of Education leading process underway to propose changes in 2023
<p>Increase state investment to reimburse all programs based on the cost of quality care</p>	<ul style="list-style-type: none">✓ State rate increase to 85% of the 75th percentile and moving toward cost of care methodology✓ Department of Health and Social Services leading process to update rates for children with special needs
<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>	<ul style="list-style-type: none">✓ Funding increase to Redding Pre-K for Wilmington families✓ DIEEC and DDOE piloting Family Child Care Networks



DECC: Partnerships with Professionals

Recommendation	2022 Progress toward Goal
<p>Establish individual licensure requirement and registry for professionals</p>	<p>✓ DDOE building professional registry</p>
<p>Prioritize and invest in high-need areas through scholarships, alternative routes to certification strategies, and other models</p> <p>Redesign preparation programs to meet the needs of the current and future workforce– include coaching, cohort support, flexible programming, and stackable credentials</p>	<p>✓ DSU building scholarship and support program at Early Childhood Innovation Center</p> <p>✓ DDOE developing workforce plan including alternative pathways</p> <p>✓ CDA cohorts launched</p>
<p>Elevate compensation of early childhood professionals to K-12 educator and specialist levels in tandem with increased qualification requirements</p>	<p>✓ One time workforce bonus provided in 2022</p> <p>✓ Compensation scale established</p>



DECC: Navigate a Simple System

Recommendation	2022 Progress toward Goal
Streamline regulations structuring early childhood programs and services, including Stars, licensing, and health	✓ Department of Education leading process to propose changes in 2023
Develop single data system to track registration and attendance for all early child care and education settings, including a common statewide kindergarten enrollment system where all children are provided a unique identifier from birth-12th grade so programs and professionals can support children's needs	✓ Statewide online public school registration system launched fall 2022
Create single workforce data system that maintains educator licensure data (including qualification, professional development, and demographic data) across programs and services	✓ DDOE building professional registry
Invest in mixed delivery early childhood programs at least at the level of public, K-12 education to ensure optimal early development	✓ Cost of care tool established to estimate the cost of state requirements and quality care



DECC: Early Childhood Inclusion

Recommendation	2022 Progress toward Goal
<p>Ensure health and safety regulations are in place to protect all children regardless of child care setting</p>	
<p>Expand developmental screening and early intervention services</p>	<p>HB 202 effective 7/1/23: DDOE designed plan using implementation science. <u>DDOE contracted with Project Coordinator: Jenny Grady</u> to create 2 teams:</p> <ul style="list-style-type: none"> • Core Implementation Team • State Implementation Team <p>See DDOE website for updates: Developmental Screening Resources</p>
<p>Provide support to districts to improve inclusion practices</p>	<p>Targeted technical assistance from the <u>Early Childhood Technical Assistance Center</u> to examine beliefs, practices and opportunities to expand access through in-depth examination and work on:</p> <ul style="list-style-type: none"> • Preschool Least Restrictive Environment (LRE) Reference Points and Discussion Prompts • Making Sound Preschool LRE Decisions <p>Based on these tools/resources:</p> <ul style="list-style-type: none"> • Preschool LRE Reference Points and Discussion Prompts • Making Sound Preschool LRE Decisions
<p>Align special education services</p>	<p>Early Childhood Inclusion Committee (ECIC) serves as the primary stakeholder group for the Annual Performance report for Indicator 6: EC settings and aligns its work with the Exceptional Children's Resource workgroup on LRE for school age students 16</p>

DECC: 2023 Priorities

- **Workforce:** Recruiting, supporting, and retaining early childhood professionals – including child care and home visitors – and implementing additional compensation strategies
Additional Resources: [Early Childhood Educator Target Compensation Scale and Professional Pathway](#)
[Delaware Early Education and Child Care Stabilization Fund](#)
- **Mental Health:** Strengthening integration of mental health into home visiting, child care, and elementary schools
Additional Resource: [Early Childhood Mental Health Brochure](#)
- **Access to Pre-K and Child Care:** Increasing and leveraging funding to provide access to families in public school and child care settings, including children with special needs, and paying for the requirements as set by the state based on the cost of care tool
Additional Resources: [Delaware Cost Estimation Report](#) and [Birth to Three Information](#)
- **Home Visiting:** Integration of community health workers and mental health, exploring expansion opportunities
Additional Resources: [Delaware Home Visiting Report](#) and [Home Visiting Recommendations](#)
- **Developmental Screenings/Lead Poisoning/Special Education:** Increasing awareness around the need for developmental screenings to identify potential impacts or lead poisoning and other conditions that may qualify children for special education services
Additional Resources: [Developmental Screening Presentation](#) and [Pre-K Special Education Panel Recording](#)
and [Lead Poisoning PowerPoint](#)
- **School Readiness:** Continuing to promote kindergarten registration, including online public school registration website.
Additional Resources: [Kindergarten Registration Campaign](#) and [Online Public School Registration](#)

DOE and DECC Partnering Priorities

The Department of Education and the DECC are working collaboratively on the following priorities:

1. Quality Early Care and Education for Delaware's children.
2. Elevating the Early Care and Education Profession
3. Coordinating Early Care and Related Resources for families.

Priority 1: Motivate Being A Licensed, Quality Early Care and Education Program

1. Simplify the administrative parts of the licensing application and monitoring process.
2. Create a continuum of support between licensing regulations and quality indicators for all program types.
3. Offer free technical assistance to all programs working to open and improve.



Priority 2: Elevate the Early Care and Education Profession

1. Support programs in paying higher wages, educational attainment awards, and bonuses.
2. Simplify career pathways to recruit into the profession and grow educator's competencies.
3. Offer scholarships and cohorts for early care and education career pathways.

Additional Resources:

[Early Childhood Interim Scholarship Program](#)

[Early Childhood Educator Target Compensation Scale and Professional Pathway](#)

[Child Development Associate \(CDA\) Preparation](#)

[Student Excellence Equals Degree \(SEED\) Scholarship](#)

[Bonus Program](#)

[Family Child Care Networks](#)

Priority 3: Coordinate Care and Resources for Families

1. Accomplish Priorities 1 and 2 to address program access and quality for families.
2. Make our online search for available child care and services easier.
3. Create menu of services for families and early care and education professionals implementing a dual-approach for consistent referrals.

DECC: 2023-2024 Focus Areas To Support Statewide Progress

- Investing in the workforce to reopen existing capacity in early care and education programs
- Launching Family Connects pilot
- Implementing workforce support plan
- Redesign Quality Improvement System and quality indicators
- Licensure of all programs
- Writing of 2024-26 Child Care Development Fund Plan

DECC: Join the Journey



- 📄 Read the plan: tinyurl.com/DECCStrategicPlan and share with your networks!
- ✉️ Subscribe to the DECC email list and join our meetings and committees: tinyurl.com/DECCEmail