

# 2023

# Interagency Resource Management Committee (IRMC) Annual Report

The Delaware Department of Education provides this annual report to the Governor, General Assembly and the Interagency Resource Management Committee (IRMC) to summarize accomplishments achieved in 2023 and priorities outlined for 2024 for the Delaware Early Childhood Council (DECC) and the IRMC's Extended Learning Opportunities Subcommittee (ELOS).

April 2024



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# 01



## **Message from Secretary of Education Mark A. Holodick, Ed.D.**

Supporting the work of Delaware's  
child service providers

## Message from Secretary of Education Mark A. Holodick, Ed.D.

As Chair of the Interagency Resource Management Committee (IRMC), it is my pleasure to provide you with the 2023 IRMC Annual Report. This annual report details the work undertaken by the Delaware Early Childhood Council and the Extended Learning Opportunities Subcommittee (ELOS) over the last year and provides foresight into their 2024 work objectives.

While the DECC and ELOS focus on the educational programming for Delaware's young people, it is only through the collaborative support of the Department of Education's sister agencies – the Department of Services for Children, Youth and Their Families and the Division of Health and Social Services, that we collectively are able to support the many needs of Delaware's children.

We are proud of the 2023 accomplishments of these groups and look forward to their achievements in the coming year, all of which will be in support of the DECC's Strategic Plan – *Strengthening Early Success: Building Our Future Together*.

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

# 02

## Extended Learning Opportunities Subcommittee (ELOS)



*“Afterschool is Prevention. Afterschool is Comprehensive. Afterschool programs enhance social, emotional, cognitive, and academic development. They decrease risky behaviors, improve physical health, expose children and young individuals to possibilities and opportunities, and create a safe and supportive environment. When we invest in afterschool, we invest in our youth, workforce, and economy.”*

**—Regina Sidney-Brown  
Chair, Extended Learning Opportunities Subcommittee**



# ELOS: 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.

In 2023, ELOS executed its mission by engaging with various partners to identify programming that provides students with additional learning opportunities and generalized support.

# ELOS Partnerships



## Objective

Partnerships are vital to any successful endeavor. ELOS partners with various entities, including local early care providers for before-school activities, school districts, charter schools, libraries, and community-based organizations to deliver afterschool and summer enrichment programming. It also collaborates with local and national partners to help address gaps, identify opportunities and funding opportunities to improve student outcomes. These are just a few of the entities we partnered with in 2023.

## Partners

Dept of Education

Wilmington Learning Collaborative

United Way of Delaware

Dept of Health and Social Services

Children's Beach House

Delaware Racial Justice Collaborative

Delaware Afterschool Network (DEAN)

Embrace Delaware

Action for Delaware's Children

National Afterschool Association via DEAN

21<sup>st</sup> Century Community Learning Centers

McKinney-Vento Education for Homeless Children and Youth

Governor's Advisory Council for Exceptional Citizens

Delaware Division of Libraries



# ELOS Focus Areas – How Will We Get There?



01

## Inclusive Equity Supports

- Follow Special Education Legislation
- Work with Special Needs Advocacy Groups

Support efforts that bring “more” resources to students with special needs.

02

## Expand Opportunities for School-Age Students

- Implement Best Practices
- Identify New Ways To Use Existing Resources

Gather and analyze local and national data, utilize existing afterschool programming resources, seek resources others have used to expand programs and programming, and share success stories.

03

## Increasing Investment in Workforce

- Support and Develop Out of School Time (OST) Staff
- Advocate for the OST Profession

Continue to support and develop OST professionals so they can implement high-quality programming.

04

## Other

- Support Good Attendance
- Provide Proper Nutrition
- Encourage Medical Care

Ensure basic needs are being addressed which will support the overall well-being and success of students.

# ELOS: 2023 In Review

## Increasing Investment in Workforce

### **Lessons Learned:**

- Delaware's school-age competencies for professionals working in the after-school field
- Learned how Delaware's Market Rate Study and Cost of Care Work Reports and Estimators inform before and after child care initiatives
- Best national practices which found new ways to invest in the workforce

# ELOS: 2023 In Review

## Expanding Opportunities for School-Age Students

### Lessons Learned:

- Identified afterschool and summer enrichment programs which accelerate student learning and catch up on learning loss (NBA Math Hoops Program, Summer Learning Week and state and national activities and events)
- Learned about programs and programming available for intensive learning for high-needs students
- Identified and learned about various local and national awareness campaigns supporting early education, childcare, out-of-school time and families

# ELOS: 2023 In Review

## Inclusive Equity Supports

### Lessons Learned:

- Learned about new special education services for 3-5 year olds, as well as extended school year services
- Ensured appropriate programming and the opportunity to learn is inclusive and available to all school-age students
- Recognized the importance of supporting families to enable student success for disabled children
- Tracked legislation to support programs for individuals with disabilities

# ELOS: 2023 In Review

## Other

### **Lessons Learned:**

- Learned about school nutrition programs to assist children with adequate food, both in and outside of the school building.
- Learned about how attendance impacts learning, including ways to improve attendance.
- Received continued information on how Delaware's Department of Health and Social Services is working with early childcare providers to educate and assist families with its SNAP, Purchase of Care and Medicaid benefits, all to ensure young people and their families receive assistance with obtaining early child care services and nutritious meals.



Investments in Afterschool = Investments in Success

# ELOS: Looking Ahead to 2024

In late 2023, ELOS members reviewed their accomplishments and identified actionable items to work on in 2024. They ensured the goals were SMART (specific, measurable, attainable, realistic and timely) and aligned to key focus areas. Building upon the success of others who champion this work, they will seek to meet these goals utilizing local resources and national best practices.

ELOS will continue to optimize every opportunity to address barriers to success that are impacting students in before/after school and summer learning programs, while keeping in mind the importance of a student's mental health, trauma, social emotional and wellness, disabilities, racism, health/nutrition, and transportation. ELOS will work to identify additional staffing resources and professional development opportunities, while advocating for increased funding for the out-of-school time field.

ELOS 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.



# ELOS: 2024 Actionable Opportunities

1

Develop or identify additional **“hands-on” programming**, especially for exceptional children and older youth

2

Studied and emulated successful **best practices** from other states

3

Newfound and continued **community partnerships**

4

More **equity** among programs

5

**Professional development** for the workforce

6

Continual **legislative support**

7

**Extended Learning Opportunity Summit**

8

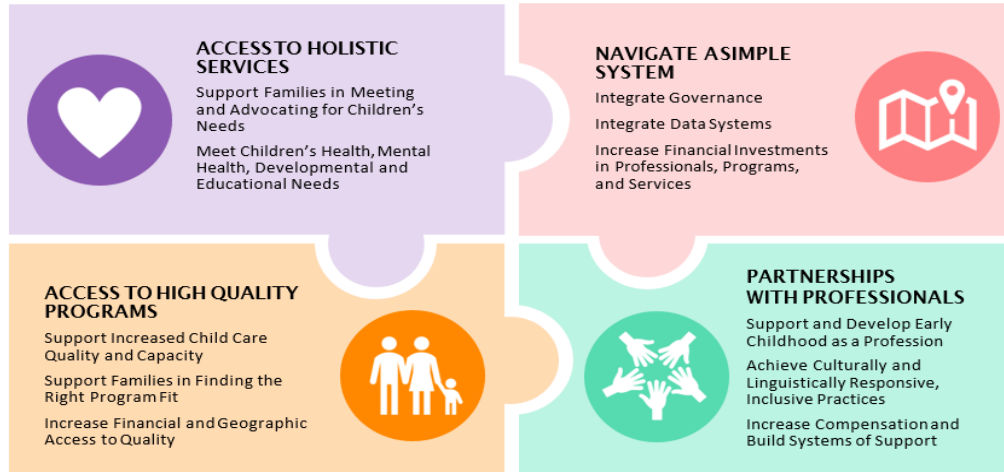
**Increased funding** for extended learning programs

These eight opportunities are independent of one another, and ELOS will work on them simultaneously throughout 2024. Ideally, ELOS hopes to host the first-ever Extended Learning Opportunity Summit in late 2024 or early 2025.



# 03

## Delaware Early Childhood Council (DECC)



**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

*“Working together, we continue to make progress to build a stronger foundation for Delaware families with young children. Recent progress includes expansion of home visiting and integration of mental health-- and increased access to state funded pre-k, which is funded through annual contracts at the cost of care. The Delaware Early Childhood Council continues to work toward the long-term vision in our strategic plan of providing high-quality services to all Delaware children.”*

**—Madeleine Bayard  
Chair, Delaware Early Childhood Council**



# DECC: Mission



The Delaware Early Childhood Council works 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.

Learn more about the DECC, it's membership, upcoming meetings and previous annual reports by visiting the Delaware Department of Education's website at <https://education.delaware.gov/community/governance/committees-and-task-forces>.



# DECC: 2023 Stocktake



In 2023, the DECC worked to implement their Strategic Plan entitled *Strengthening Early Success: Building Our Future Together*. This vision for 2020–2025 builds upon the work of various DECC committees, and includes a look at their 2024 priorities. This work is detailed in the following pages.

[tinyurl.com/DECCStrategic Plan](https://tinyurl.com/DECCStrategicPlan)

# DECC: Access to Holistic Services

Recommendation	2023 Progress Toward Goal
<p>Expand existing home visiting system to include <b>universal, voluntary tiered home visiting services</b></p>	<ul style="list-style-type: none"> <li>✓ Family Connects pilot set to launch</li> <li>✓ Increased MIECHV funding for infrastructure to providers</li> <li>✓ Mental Health Integration using Infant, Early Childhood Mental Health Consultants</li> <li>✓ Community Health Worker integration</li> </ul>
<p><b>Offer community-based mental health services</b> and supports for all birth through age 8 children and their families, including integrating into pediatric well visits</p>	<ul style="list-style-type: none"> <li>✓ Infant Mental Health Consultation in Home Visiting</li> </ul>
<p><b>Mandate universal birth through age 8 screenings</b> connected to intervention services and resources for all</p>	<ul style="list-style-type: none"> <li>✓ Launched QT30 App</li> <li>✓ Full implementation of HB 202 and Title 14, Chapter 30A, section 3004A effective July 1, 2023 requiring developmental and social emotional screening of children age birth to 5 years old net yet in K enrolled in licensed child care. Full compliance effective July 1, 2024.</li> </ul>

# DECC: Access to High Quality Programs

Recommendation	2023 Progress Toward Goal
<p><b>Simplify the number of and increase the quality standards</b>-- particularly focused on educators, leaders and interactions for learning -- through the Stars Quality and Improvement System and State pre-k (ECAP) requirements</p>	<ul style="list-style-type: none"> <li>✓ Department of Education released quality guide</li> <li>✓ Stars and State Pre-k (ECAP) sharing Quality Indicators</li> </ul>
<p><b>Increase state investment to reimburse all programs based on the cost of quality care</b></p>	<ul style="list-style-type: none"> <li>✓ State rate increase to 100% of the 75<sup>th</sup> percentile and moving toward cost of care methodology</li> <li>✓ Departments of Education and Health and Social Services leading process to update rates for children with special needs</li> <li>✓ ECAP funded at cost of care</li> </ul>
<p><b>Invest in universal, mixed delivery pre-k for all 3- and 4-year olds</b> (school based, itinerant services, Head Start, community-based organizations, small businesses)</p>	<ul style="list-style-type: none"> <li>✓ ECAP/Redding serving 1375 children in 52 sites including family child care and expanded to ages 0-5</li> <li>✓ School districts across the state continue to increase the number of itinerant services provided in community settings</li> </ul>
<p><b>Expand access to publicly funded child care using contracted slots</b></p>	<ul style="list-style-type: none"> <li>✓ ECAP uses contracts for seats and expanded to include infants &amp; toddlers</li> </ul>

# DECC: Partnerships with Professionals

Recommendation	2023 Progress Toward Goal
<p>Prioritize and invest in high-need areas through <b>scholarships, alternative routes to certification strategies</b>, and other models</p> <p>Redesign preparation programs to meet the needs of the current and future workforce– include <b>coaching, cohort support, flexible programming</b>, and stackable credentials</p> <p><b>Expand financial support for teachers to obtain higher degrees</b></p>	<p>✓ DSU launched scholarship and support program at Early Childhood Innovation Center</p> <ul style="list-style-type: none"> <li>-240 CDA Candidates</li> <li>-58 AA Candidates (47 new)</li> <li>-46 BA Candidates (29 new)</li> </ul>
<p><b>Elevate compensation</b> 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 2023</p> <p>✓ Compensation scale to be adopted in state funded programs (ECAP, Redding, EHS)</p>
<p><b>Revise the state-based career pathways</b> to include stackable credentials through competency-based system</p>	<p>✓ NAEYC competencies adopted for 2024</p>

# DECC: Navigating A Simple System

Recommendation	2023 Progress Toward Goal
<p><b>Streamline regulations</b> structuring early childhood programs and services, including Stars, licensing, and health</p>	<ul style="list-style-type: none"> <li>✓ Department of Education leading process to propose changes in 2024</li> <li>✓ ECAP/Redding processes combined</li> </ul>
<p><b>Invest in mixed delivery early childhood programs</b> at least at the level of public, K-12 education to ensure optimal early development</p>	<ul style="list-style-type: none"> <li>✓ Cost of care methodology kick off</li> </ul>
<p><b>Consolidate governance of programs, services and funding;</b> coordinate funding to improve service delivery and create a unified family experience</p>	<ul style="list-style-type: none"> <li>✓ ECAP and Redding consolidated into single process</li> <li>✓ Early Intervention under IDEA Part C will move under Early Childhood Support at DDOE</li> </ul>
<p><b>Create single workforce data system</b> that maintains educator licensure data (including qualification, professional development, and demographic data) across programs and services</p>	<ul style="list-style-type: none"> <li>✓ Under development</li> </ul>
<p><b>Leverage contracts to support and stabilize families and providers, such as contracting for slots</b></p>	<ul style="list-style-type: none"> <li>✓ ECAP contracted</li> </ul>



# DECC: Early Childhood Inclusion

Recommendation	2023 Progress Toward Goal
<p><b>Ensure health and safety regulations</b> are in place to protect all children regardless of child care setting</p>	<p>✓ Public and private schools will be licensed by July 1, 2024. Office of Child Care Licensing Regulations revision to be completed in 2024.</p>
<p>Expand <b>developmental screening and early intervention services</b></p>	<p>✓ Developmental screening has been fully launched July 1, 2023. DOE has hired a new Director of the Office of Early Childhood Intervention (OECI) as well as 3 new Field agents to support the developmental screening regulations. The work around transfer of the early intervention is ramping up with the creation of the OECI. See below for more.</p>
<p>Provide support to districts to improve <b>inclusion practices</b></p>	<p>✓ Two new guidance resources were introduced in September 2023 to support districts' expansion of placements in early childhood programs with peers who are typically developing both within the district and with community partners.</p>
<p><b>Align special education services</b></p>	<p>✓ With the Early Intervention Program moving from DHSS to DOE there will be an alignment through the age spans from birth through 5 regarding the use of evidence-based practices including consultation and coaching spanning both Part C and Part B of IDEA through a consolidated professional development approach, just as an example.</p>



Investing in Early Childhood = Strong Foundation For School and Life

# DECC: 2024 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](#)

**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; increasing eligibility for publicly funded programs to serve more children

*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 Prevention/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](#)

# Additional Information



**Thank you for the opportunity to share the work of the ELOS and DECC.  
If you have any questions, please contact the following:**

DECC: Office of Early Childhood Support – [early.childhood@doe.k12.de.us](mailto:early.childhood@doe.k12.de.us)

ELOS: Chair Regina Sidney-Brown – [rsbrown@uwde.org](mailto:rsbrown@uwde.org)

Additional support may be provided by the Delaware Department of  
Education's Policy/Communications Liaison  
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