

The Child Care Advisory Committee held a regular meeting on November 8, 2017. Committee members present included, Erin Gigliello, Greta Shackelford, Jay Homola, and Laura Amedro. Three of our committee members Johanna Gibbs, Aaron Ness and Shelly Aleshire were unable to attend due to work conflicts. Town staff present were Jennifer McAtamney, Peter Grosschuesch and Rick Holman.

The following topics were covered:

Review Scope of Services for Research Services Child Care Program Evaluation and Recommendations

The group reviewed the draft of the scope of services that we had sent out with the meeting agenda. After a lively discussion, we determined to use the following items in the scope of services. Staff will handle the remaining items in a concurrent fashion.

Scope of Services for Consultant

Prepare a written report that includes analysis of the following:

1. Examine the efficacy of the four partner schools programs including, but not limited to; quality of care, teacher-child ratio, content of programming and financial impact/status.
 - a. Provide recommendation on essential elements to attain a high quality program.
 - b. Identify opportunities to create greater efficiency in the delivery of their programs while maintaining a high quality program, and assuring regulatory compliance.
 - c. Provide an analysis of who our competition for teachers are, and where/what, we are losing quality teachers to with recommendations of what it takes to retain them.
 - d. Given the constraints and unique nature of our community, recommend strategies for a business model to deliver a high quality program that is sustainable financially with limited assistance from outside resources with a goal of the program becoming self-sustainable in four years.
2. Analyze efficacy of the Town's financial support (tuition assistance, salary supplements and capital support) and identify alternative delivery models that continue to meet the program goals of quality.
3. Create a comparison matrix of our program to others in both resort communities and those located elsewhere throughout Colorado and the United States.
 - a. Provide 2-3 Models of Excellence including information on funding sources.
4. Analyze how the Universal Pre-K program being studied by Early Childhood Options and Right Start potentially impacts our program and make recommendations on how to evolve the Town program if they are successful in securing funding.

Notes:

It is also expected that the successful applicant will present report and findings to the Breckenridge Child Care Advisory Committee at their monthly meeting and the Breckenridge Town Council at a Work Session.

Items for staff to complete:

1. Provide historical background, data and statistics on the current programming model
2. Create a history of the progression of the Child Care system in the Upper Blue and how the industry has evolved.
3. Report on capacity of the current program and potential to face additional community growth, workforce demands, (teachers) and financial predictions.
4. Develop a data driven white paper with an analysis of community impacts of our program including positive impacts to our business community.

Investment in Teachers – Nuts and Bolts for Salary Supplements

When salary supplements were originally implemented, we did it based on number of daily slots at each school. In discussing this approach with the committee, we determined it was more equitable to distribute based on fulltime teacher spots divided by the total number of teachers in our system. With this approach, we make sure that the dollars will be fairly distributed between our partner schools. As a bare minimum, we determined that we would want schools to have a base salary of \$15/hour. The funds will be given directly to the schools and it will be up to the individual Boards to determine how that will be distributed among their employees. Once this is implemented, we will want to share this information with Town Council on how it has affected their ability to recruit and retain teachers.

Provider Agreement Updates

As part of our duty and responsibility to monitor the program, we require our partner schools to report on various data points each year. This includes licensing info, budgets, reserve budgets as well as info on teachers, salaries, education levels and more. With all the work, they have to do with licensing and child assessments we have worked to streamline our annual reporting for each school. Partnering with Early Childhood Options we shared our original provider agreement which they included as part of the Right Start Quality Improvement Grant forms. As part of our partner agreement ECO then provides those reports to the Town each grant cycle. In preparing new providers agreements, we wanted the committee to review the current form for any additional information or data we want to collect. The committee decided to add additional questions including:

Lowest Teacher Salary:

Highest Teacher Salary:

Average Salary

Grants applied for:

Grant received:

What is your Full Time Staff Count:

How many full time positions have you replaced this year:

What capital Improvements you are planning or anticipating in the next year:

What are the unmet needs or items you have had to cut from the budget:

Are there additional challenges/barriers to success that we should be aware of:

Child Care Tax Credit Program

Is there a way we can promote this to valuable program locals and businesses? After brainstorming we decided to develop a tool kit on how locals & businesses can utilize this tax credit and distribute it to the local schools so they can send out to their mailing lists. Another idea that came up was to reach out to the local financial industry. While late for this year, in 2018 we will also investigate how to get in touch with local tax preparers, accountants and financial advisors so they have the info for their clients.

Attached you will find the materials that our non-profit schools can send out to their contact lists.

Update on Universal Pre-K

Early Childhood Options and Summit School District have partnered along with the Summit Foundation to conduct an extensive study on delivering a Universal Pre-K program for all 4 year olds here in Summit County. They have contracted with Early Milestones to determine what will be required to deliver the program as well as the financial modeling to understand funding needs based on the structure of the program. The model for the basis of the study is the Denver Preschool Program, this is a blended model where assistance is provided to families based on their choice and need for care, it is delivered through Denver Public Schools, Parochial and Licensed Child Care Centers of all sizes through the city and county of Denver.

The Denver Preschool Program supports families by offering tuition credits to increase access to high quality preschool. Unlike most preschool tuition assistance programs, the Denver Preschool Program is for ALL Denver families, regardless of income or neighborhood. The amount of support a family receives is based on the family's income, the quality rating of the preschool the child attends and the length of day a child attends.

Early Milestones researching how we would look at a similar delivery model for Summit and Jennifer is working with the team to provide data and information as part of the background research. She will continue to be involved in the study and process as part of the larger UPK Workgroup. It is expected that the final study will be delivered in May of 2018. Early Childhood Options is also looking to conduct a county-wide needs assessment to understand short and long term capacity needs.

2018 Child Care Advisory Committee Seats

Julie Paradize has had to resign her seat due to work conflicts and Aaron Ness and Shelly Aleshire have both had three absences, Jennifer will check in with them to see if they intend to continue. In the meantime please reach out to your personal networks for potential new members. We will be seeking applicants in January.

Outreach and Partnership Updates

Board Training - We brought in Jody Eriksen of *JSE Associates* to conduct 5 hours of Training for the Board of Directors at our partner schools & Child Care Advisory Members. We covered a broad range of topics from Board roles and fiduciary duty to fundraising, governance and hard decision-making. We had over 22 participants at each 2.5-hour session and early feedback has been the training was valuable and well received. Key to our success was offering free childcare during the class. If you are interested in receiving the slide deck from our training, please contact jenniferm@townofbreckenridge.com.



San Miguel County recently pass measure 1A, a property tax to provide funds to support Early Child Care. Much like the County's Right Start initiative, this property tax will provide funds to build capacity and support high quality care for children of working families in their county. <https://www.strongstartstrongcommunity.org/ballot-issue-1a/>

ECO Universal Pre-K Study Data – as noted above Jennifer is working with Early Milestones to provide data on capacity, family incomes, and budgets and for the Universal Pre-K Study to be delivered in May of 2018.

Travis Machalek Assistant Town Administrator of Estes Park has reached out to Jennifer to arrange a visit for their Economic Development Corp to and learn more about the work we are doing here in Breckenridge. We expect to meet with them in Early December.

At 4:55 pm we adjourned – Our Next meeting: Wednesday, November December 13th at 3:00 pm.