



King County

Children and Families Strategy Task Force – Agenda

April 8, 2020, 4-6 pm – virtual meeting

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(206) 263-8114, Conference ID: 2701484#

1. Welcome and public comment

4:00-4:05

Jessica Tollenaar Cafferty called the meeting to order at 4:00 p.m.
No public comment.

2. Introductions

4:05-4:10

In Attendance: Nancy Ashley, Kathy Brasch, Nela Cumming, Leilani Dela Cruz, Ti'esh Harper, Karen Hart, Wendy Harris, Tania Hino, Omana Imani, Ruth Kagi, Laura Kneedler, Theresa Lenear, Natalie Lente, Lois Martin, Genevieve Stokes, Debra Sullivan, Sarah Reyneveld, Lauren Vlas, CM Kohl-Welles' office

Also Present: Juanita Salinas, Community Enterprise Partners, Debbie Peterson, CYAB, Beth Larsen, CYAB, Jessica Tollenaar Cafferty, King County Child Care Policy Lead, Tatsuko Go Hollo, DCHS, Safaa Sadik, DCYF, Allison Jurkovich, DCYF, David Beard, School's Out Washington

3. Approve March minutes

4:10-4:15

Natalie Lente moved to approve the March minutes. Ti'esh Harper seconded. The March minutes were approved unanimously.

4. COVID-19 updates

4:15-4:25

- Child care provider closures:
 - 21% of licensed providers in King County have closed
 - Roughly 6,000 vacancies for open providers in King County
 - Roughly 20,000 slots in Washington State
 - Up to 75% of providers that have closed will not financially be able to reopen
- Restructuring PSTAA funds
 - Higher reimbursement rate per child; each child care provider who participates receives \$4,000 start-up funding
 - Essential workers (using WA state definition of essential worker which includes transportation, grocery, etc.) access care free of charge
 - Not standing up any new sites of care – working with existing providers in a way that will hopefully allow them to stay open

5. Report-out: High Quality, Anti-Racist, Equitable Care

4:25-4:55



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Members:

- Ti'esh Harper, Chair
- Omana Imani
- Theresa Lenear
- Debra Ren-Etta Sullivan
- Paula Steinke
- Genevieve Stokes

Process:

- Clear on the challenges: who is impacted by racial equity? How?
- What are some initial ideas/recommendations?
- What else is coming up that cuts through these recommendations? Ex. what type of language to use, context, etc.

Priorities of Key Stakeholders:

- Child priorities:
 - i. Representation
 - ii. Young people centered systems, processes, practices and programs
 - iii. Strengths-based perspective
- Family priorities:
 - i. Families as partners
 - ii. Holistic family supports
 - iii. Family choice
- Provider priorities:
 - i. FFN care supports (including anyone that is caring for a child)
 - ii. Compensation and health care for caregivers
 - iii. Collective and shared leadership
 - iv. Educational requirements and supports

Context and Messaging Guide:

- Public perception: visibility/buy in, shifting of power to look at the system
- What's the story holding racial inequity? Who are the stakeholders and how are they impacted?

How can the CFSTF center racial equity?

- Integrated King County Equity Principles and KC Theory of Change into decision making and process
- Intentionality and process
- Asset/strengths-based language and narratives
- Programs and systems
- Targeted Universalism

Feedback requests from TF:

- What clarifying questions do you have?
- How do these recommendations overlap with what your subcommittee is working on? We want ESJ to be the through-line and want to support these key themes.



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- How can we ensure that all our recommendations are centering racial justice and equity as their primary lens?

Questions from TF members:

- Has your group put focus on immigrant and refugee challenges specifically, especially keeping the Public Charge rule in mind and our current pandemic? We are hearing so much from immigrant families about increased fear.
- I loved the emphasis on representation of BIPOC in the learning environment, and also new approaches to leadership. While leadership approaches are transformed, would you also call for BIPOC in leadership of child care organizations and systems?

6. Report-out: Inclusive Care and Supports

4:55-5:25

Members:

- Nancy Ashley, Chair
- Nela Cumming, Encompass
- Ti'esh Harper, City Year Seattle/Parent
- Wendy Harris, Best Starts for Kids
- Natalie Lente, Child Care Resources
- Laura Kneedler, Northwest Center

Scope of subcommittee:

- Barriers and policy levers to increase access for children with developmental disabilities or delays, special health care needs, or those impacted by trauma, with areas of exploration including:
 - i. Coaching and consultation models to support providers in offering inclusive care
 - ii. Financial incentives for providers caring for children with special needs
 - iii. Support for healing-centered approaches embedded in child care settings
- The Subcommittee has broadened its lens to address inclusivity issues beyond those involving children with disabilities or who are impacted by trauma, especially in regard to family, friend and neighbor care.

Principles to guide recommendations:

- Let state lead where it has mandates, resources, infrastructure and expertise
- Apply theory of intersectionality in determining priority populations
- Coordinate decision from TF and leverage planned investments with BSK
- FFN supports and resources
- Recommendations for “quick wins” that are feasible, meaningful and visible, and which form the foundation for more expansive changes.

Initial areas of focus:

- Health/well-being consultation and coaching supports from a holistic lens
- Provide resources and supports to FFN caregivers
- Ensure universal design (UD) in use of PSTAA funds



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- Ensure that inclusive supports are fully integrated into all quality standards and quality improvement efforts
- Identify and provide opportunities to expand creative solutions at the intersection of racism and disability
- Ensure children, caregivers and families who have and are experiencing trauma receive support for healing, learn techniques for coping, and strategies for reducing trauma and toxic stress.

Recommendations:

- Increase compensation and benefits for all caregivers.
- Provide a supplemental subsidy program to increase accessibility for families choosing licensed and FFN care.
- Implement a viable business model for child care providers that includes living wages and generous benefits; affordable care that is accessible to those furthest from opportunities; and quality care for children – based on overwhelming science of the public benefit for investments in early learning.

Using an Equity Lens:

- What if the child care/early learning sector ended its systems that perpetuate segregation of children with disabilities and discrimination; disparities that short-change families who choose family, friend and neighbor care; and similar categorizations that result in disparities?
- What if new buildings, quality standards, curriculum, coaching and consultation reports, and resource allocations were based on principles of inclusivity and universal design?
- What if the child care/early learning systems were designed to support family choice for the care setting best for their child and family?

Questions and feedback from TF:

- How is the work of this subcommittee
- School readiness:
 - i. Want to keep the overall goal of helping kids be successful in school – and that school readiness remains a central piece of what we all hold during this process.
 - ii. School readiness also needs to reflect backwards – for BIPOC they want children to feel visible, valuable and validated
- How do we put pressure on K-12 to do a warm handoff between child care providers and school-based programs?

7. Brief subcommittee report-outs

5:25-5:35

Workforce and Compensation

- Living wages, benefits and paid time off
- Substitute pool
- Can King County do career and wage ladder even if the state doesn't?
- What are child care providers saying about what they need?



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- Are we disproportionately losing providers of color?
- Provide incentives and supports for providers that have had to close due to COVID-19 as well as providers who have stepped up as leaders – i.e. don't want to lose businesses
- Maintain and increase pipeline of men in early learning centers

Cost of Care

- Incentives to providers to provide infant and toddler care
- Financial support to keep current centers open
- Recognize high cost of care for infants and toddlers and impact on equity
- Support for non-traditional care hours
- Monitor impacts of COVID-19 on landscape
- Flesh-out adopting the Child Care Assistance Program

8. Spotlight: School-aged care

5:35-5:55

David Beard, School's Out Washington

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School-Age Child Care

- Supports academic and social-emotional learning, keeps kids safe and fed, critical family supports
 - i. Conversation about summertime gaps in educational supports for low-income and BIPOC families
- Defined as: having entered kindergarten through age 12 and represents 30% of children in licensed care
- School-aged kids are in three types of licensed care: school-age only (about 20% of all kids in licensed care), family homes, and child care 0-12 centers
- Field includes many types of licensed and unlicensed programming
- School-age only licensed child care (SACC) is currently exempt from QRIS, which sites involved in ELO quality system – particularly in King County

Subsidy – exempt programs do not qualify for a subsidy

Child Care Subsidy and Licensing is, has been, and should always be ages 01-12 for our kids and families.

ELO barriers and opportunities

- Resources and subsidy rates
- Access to program supports such as quality improvement and developmentally-appropriate professional development
- Information on and a systematic connection to the K12 system
- Developmentally-appropriate and SACC-Business-Focus Regulations
- Department and state support for the field

Statewide tool to browse Youth Program Directory (Elevate WA):

<https://elevatewashington.org/directory/>



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Questions and comments from TF:

- Young people need holistic supports from 0-12
- Is the work around the Youth Program Directory connected to the Youth Developments Executives of King County?
 - i. Yes and the new Elevate WA was created with YDEKC and other partners.

9. Closing 5:55-6:00

10. Adjourn 6:00

Jessica Tollenaar Cafferty adjourned the meeting at 6:03 p.m.