



King County

Children and Families Strategy Task Force

Skype Meeting
206-263-8114, Conference ID: 2701484
March 11, 2020

Meeting Minutes

In Attendance:

Bilan Aden, Nancy Ashley, Patti Bailey, Kathy Brasch, Nela Cumming, Wendy Harris, Omana Imani, Tania Hino, Ruth Kagi, Lois Martin, James Madden, Denise Pruitt, Ryan Quigtar, Sarah Reyneveld

Excused:

Council and Executive Staff: Lauren Vlas, Councilmember Jeanne Kohl-Welles' office

Also in Attendance: Jessica Tollenaar Cafferty, Child Care Policy Lead, King County Department of Community and Human Services, and Allison Jurkovich, DCHS, Marcy Miller, Policy Manager in Public Health and Lead for Best Starts for Kids, Debbie Peterson, CYAB

1. Welcome and Call to Order

Jessica Tollenaar Cafferty called the meeting to order at 5:35 p.m.

2. Public Comment

The following persons spoke: N/A

3. Introductions

4. Approval of Minutes

Karen Hart moved to approve the February 12, 2020 minutes. Nancy Ashley seconded.

The February 12, 2020 minutes were approved unanimously.

5. PSTAA Early Learning Facilities Implementation Plan

Marci Miller from Public Health – Seattle & King County presented on:

- Puget Sound Taxpayer Accountability Account (PSTAA)
- Early Learning Facilities Fund
- Role of the Children and Families Strategy Task Force in reviewing Early Learning Facilities implementation plan: receive report in mid-April with two weeks to review

6. Brief Subcommittee Report-Outs

Workforce and Compensation:

- Recommendations to move forward and bring to group for May meeting:
 - o Ensure that child care providers have access to living wages and benefits
 - Including: PTO, substitute pool, professional development opportunities and requirements
 - Build on recommendations from state compensation work group.
 - Potentially adding child care providers to County benefits and allow them to buy into them
 - o Considering the pipeline of teachers and child care providers, especially from communities of color:
 - Action items: look into what has been the demographics of students in the different early childhood education programs, presence of male teachers within the work force
 - o Consider what would need to be done to support community colleges and other training entities to support providers
 - o Offering a Health Care Navigator for child care providers
 - o Other considerations:
 - HB 2556: community-based pathways and creating alternative ways to meet requirements for education

High Quality, Anti-Racist and Equitable Care:

- Leadership Co-Chairs: Ti'esh Harper, *waiting on second co-chair*
- Took the time to consider the full landscape and considerations:
 - o Impact of K-12 system on early child learning system
 - particularly as it relates to family and community feelings about preparing children to enter into that system
 - Disparities of cultural relevancy between ECE and K12 and what opportunities exist to build bridges
 - o Grappling with the question of:
 - Taking the task force's work and supporting them in doing it more equitably
 - Or a more foundational approach that informs the task force's work

- Concern that starting with what is already in place is playing into white supremacy culture
- Moving toward identifying where we see inequities and opportunities for change
- Next Steps:
 - Asking for visual or graphic to see how our subcommittee relates to the big picture TF goal, because of the influence of each on the others
 - Going to bucket Child, Family and Provider or caregiver experience in world of child care and generate ideas and concepts for how to approach each

Inclusive Care and Supports:

- Leadership Co-Chairs: Nancy Ashely and Laura Kneedler
- Emphasize the need to push for inclusion and disability justice as an issue of equity and not separating it out of anti-racist care – keeping children of color at the forefront of any strategy we recommend
- FFN and children in child welfare who have not been adequately considered in policy and funding
- Training for providers around a variety of issues and areas, such as: challenging behaviors, successful class environments, adaptive practices, trauma-informed care, supporting families experiencing homelessness
- Inclusive supports included in quality indicators and measures
- Wages and stability have an impact on inclusion, including turnover
- Conversations with staff and families about inclusion as a value and making sure that it is part of just “doing business”
- Incentivizing providers discussion – how to do this well while matching it with the idea of inclusion as a value
- Holistic health supports (mental, physical, emotional, etc.) and looking at the whole child
- Important to hire adults who mirror the identities of the children we are trying to serve, for ex: children with mobility supports seeing adults with them, and children who are deaf or hard of hearing having access to adults who are as well.

HR and Employer Best Practices:

- Thinking strategically about the role of employers, and the role of King County as an employer, and as an influencer for business within King County, to address access and affordability
- Four main areas:
 - Child care voucher program – county currently in development of a process for employees

- Contributions to child care savings account – currently employees limited to 5k for savings account.
 - Follow up research: are there other kinds of saving account that employers can contribute to our match?
- Incentivizing employers or using voluntary employer compact (100% talent as an example) – best practices that employers can voluntarily sign on to, such as:
 - Offering child care or paid family leave while looking for child care
 - Policies that are friendly to families looking for care
- Legislation requires hosting a business round table – will provide support and hope to gain input in this manner

7. Report Out: Cost of Care Subcommittee

Recommendations:

1. Reinstate a Child Care Subsidy Program in King County
 - Opportunities to reduce cliff effect and be inclusive to many families' experience, work status, etc.
 - Include resources for providers, including professional development
 - Consider what it really costs to provide care, geographic differences in market rates, gaps in access including nontraditional hours
2. Offer financial incentives to providers to offer infant and toddler care
3. Offer incentives for providers to offer care during nontraditional hours
4. Provide funds for child care providers to develop and supply their classrooms, potentially in partnership with PSTAA Early Learning Facilities work
5. Ensure sufficient funding to support inclusive care for children with higher needs, including developmental disabilities or delays, child welfare involvement, and those impacted by trauma

Next steps:

- Get contextual information about City funding and programming, including provider incentives
- Get background information about the County Child Care Assistance Program, including funding stream and why it was discontinued, etc.
- Look at King County data and costs of child care, including numbers for inside and outside of King County
- Additional information on the need and growing demand

Input from TF and Open Discussion:

- Concerns about current cost of child care includes wages that are not living wages, and so encourage to make sure to note that the current cost is skewed because of underpaid workforce
- Child Care Collaborative Task Force run by Dept. of Commerce received funding and a mandate from legislature to do a cost of care analysis so they

have contracted with a consultant group that is currently gathering data and meeting with providers to understand in depth the true cost of care.

- FFN care and subsidies: could look at creating a supplemental voucher that would do a better job at fully subsidizing FFN and other providers
- Additional asks to lead work of this subcommittee moving forward:
 - o King County Child Care subsidy program – what might that look like and how it can best serve families and providers and learn about the additional patchwork of programs, including the Seattle Child Care Assistance Program
 - o Cross-over between all subcommittees and would be interested in finding out about costs associated with specific items, such as:
 - Children with DD/ID or other special needs and how that plays into increased cost of child care
 - Will want to incorporate into numbers
 - o Subsidy cliff and families that are otherwise ineligible for subsidy programs
 - o Gaps relate to income cliffs and some relate to criteria that working connections doesn't cover or fund
 - o Connections across subcommittees and hoping that staff will support this and other subcommittees on how to hone in on what we should be diving deep on

I. **Adjourn**

The meeting was adjourned at 6:47 p.m.