



# COLORADO

## Department of Early Childhood

## IECMH Advisory Council: Actions and Notes

March 28th, 2:00-3:30pm

Links to [Meeting Recording](#) (passcode: zAA0#iK#) and [Meeting Slides](#)

### Resources

[IECMH Advisory Council Overview](#)

[IECMH Advisory Council Guidebook](#)

[Early Childhood Leadership Commission IECMH Advisory Council Charter](#)

[IECMH Advisory Council webpage](#)

### Next Steps and Action Items

1. **Action:** If you haven't already, please help us improve the Advisory Council meetings by [filling out this brief meeting evaluation survey](#). Your input is important! We estimate the survey will take approximately 5 minutes to complete.
2. **Action:** For all members who did not vote during the March 28, 2024 Advisory Council meeting, please [submit your vote for new Council members using this form](#). **Voting will close Friday, April 5.**
3. **Announcement:** The Early Childhood Workforce Development Subcommittee of the Early Childhood Leadership Commission will be discussing the workforce development plan and hear updates about the IECMH Advisory Council during the upcoming meeting **TOMORROW April 2**. The [meeting agenda](#) and [Zoom meeting access information](#) can be found on the [ECLC website](#).
4. **Request:** Please help distribute the workforce development and family strengthening opportunities shared by Kelly Elliott to your networks. Information for opportunities included starting on page 6 below, please contact Kelly for more information ([kelly.elliott@du.edu](mailto:kelly.elliott@du.edu)).
5. **Next Meeting: May 23 from 2:00pm - 3:30pm**
  - Join Zoom Meeting: <https://us02web.zoom.us/j/82245622262>
  - To suggest agenda topics, please reach out to Erin Ulric ([erin@governmentperformance.us](mailto:erin@governmentperformance.us)) or Lisa Schlueter ([Lisa.Schlueter@state.co.us](mailto:Lisa.Schlueter@state.co.us))



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### Upcoming Meetings

Agendas and details will be shared with Advisory Council and Steering Committee members ahead of each meeting.

#### Advisory Council meetings (4th Thursday from 2:00-3:30pm MST, every other month)

- May 23, 2024
- July 25, 2024
- September 26, 2024
- November 21, 2024

#### Steering Committee meetings (1st Wednesday from 4:00-5:00pm MST, monthly)

- April 8, 2024 (in-person meeting)
- May 1, 2024
- June 5, 2024
- ~~July 3, 2024~~ June 26, 2024
- August 7, 2024
- September 4, 2024
- ~~October 2, 2024~~ October 9, 2024
- November 6, 2024
- December 4, 2024

### Meeting Notes

#### Advisory Council Business

- **Consent Agenda to approve [January 25, 2024 Notes](#)**
  - Motion to approve by Matt Holtman and seconded by Iesha Mitchell; no dissent
- **Advisory Council Membership Changes**
  - Council practices envision that the Steering Committee weigh in on Council membership when members are termed out or step away and make recommendations to the Advisory Council for approval via vote. Specific membership updates are outlined in slide 10 of these materials.
  - No opposition to voting on all recommended changes by one vote
  - Motion to approve recommended changes by Rashida Banerjee and seconded by Melissa Buchholz
    - All members submitting votes approve (17 votes)
    - Opportunity for members not present during the meeting vote will be provided via meeting notes.

#### Advisory Council Projects Updates and Discussion

- **Shared Messaging:** Work anticipated to occur April-September, depending on the contracting process and timeline. CDEC is currently finalizing requirements and deliverables for a contractor to lead this work, with a focus on collaborative facilitation and emphasis on the Council's shared purpose, goals, and shared commitments.



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- Strategic Planning: Work anticipated to occur June-December. CDEC has identified two independent contractors to support this work who have experience and deep expertise in early childhood and mental health issues in Colorado as well as significant community connections.
- Workforce and Sustainable Funding Discussions: Work anticipated April-June. Currently preparing a series of facilitated discussions on these topics, including a session to explore the specific intersection, common activities, and Council capacity to take on any recommended actions.
  - CDEC is funding the contracted positions
  - No formal RFP process as time constraints would not support the 2024 timeline of the Council

**Stackable Credentials** presented by IECMH Advisory Council Members **Emily Millican**, LCSW, Behavioral Health Potential Pathways Coordinator, Colorado Department of Education and **Allana Farley**, Credential Pathways Coordinator, Colorado Department Education

- Resources
  - [March 28 IECMH Advisory Council Presentation](#)
  - [SB 22-192 Legislation](#)
  - [Framework Overview](#)
  - [CDE Stackable Credentials Report](#)
  - [Behavioral Health and Education Pathways Graphic Overview](#)
  - [Program Guide for Community College Pathways](#)
- Council Discussion:
  - Melissa Buchholz: interested in where the pathways are supporting workforce development more broadly than in early childhood *education* and more narrowly focused on infant and early childhood *mental health*
    - Emily Millican: One opportunity for alignment there is the Behavioral Health Plus microcredential, which someone working in the ECE space could use as an add-on.
  - Emily Millican: I'm curious to hear from the group: what are the credentials, add-on certs, etc. that prepare someone to meet this specific overlapping need? What combination of credentials prepares someone to be both BH and EC-prepared?
  - Allana Farley: Are there roles in early childhood settings where people early in the behavioral health field could gain the early childhood experience/exposure?
  - Lisa Schlueter: I'm also curious if the group sees a 'dotted line' between ECE and BH existing credentials/paths AND if so, does one come first or could either be an appropriate starting point?



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- Niki Adams: What have been the intentional efforts to diversify the students entering into these pathways? What is the cost between someone who starts at a credential or BA (does it cost more in the long run)?
  - Emily M: These efforts are left to institutions who are recruiting student population AND discussion around the link between access to higher ed and stackable bite-sized education opportunities - research indicates that stackable credentials can support efforts to diversify student populations as well as students' experiences in school
  - Emily M: Niki - I don't have full data off the top of my head, it would depend on the cost of credit hours at the individual institution, and any funding opportunities they qualify for. The goal is, someone can earn a credential, then earn a salary, and stack to the next level of attainment while earning a living wage. [Resource](#)
    - Based on a RAND study: "Stackable credentials don't work for all students, Daugherty found in a recent RAND study, and some fields provide much more value than others. But used effectively, stackable programs can provide low-income students with a path to the middle class. More than 70 percent of the students in RAND's study who built up their credentials this way were making middle-income wages within six years."
    - "The [data showed that low-income students in both states were more likely to stack credentials](#) than middle- and high-income students. They were more likely to identify as Asian, Black, or Hispanic; and in Colorado, they were more likely to be women. And in both states, they were more likely than other students to build toward higher and higher credentials in their field—what the researchers called vertical stacking."
  - Emily M: Some of this data will be delivered in our December 2025 reporting as well, which will track different data points for students who enter these pathways.
  - Allana F: some temporary funding available to cover costs of short term credentials; conversation around the requirements of financial aid and what can and can not be covered are ongoing. Information about accessing funding and other related opportunities (concurrent enrollment) is another key goal.
- Niki Adams: I'm still curious on whether or not the cost (without scholarships) would cost the individual more if they started at a credential vs. a BA.



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- Rashida Banerjee: What is CDHE doing to create awareness among IHEs about these stackable credentials?
  - Allana F: IHEs have been involved in the process; now focusing on how to market these opportunities and would encourage help with spreading awareness (invite CDE to an upcoming group meeting!)
  - Rashida B: I wonder if continuing to highlight this in the PrepEdd that Sam sends out, would be also helpful.
- Tim Main: We have been working to help many students - mostly Hispanic mothers - in navigating getting enrolled and registered for the ECE credentials. I don't think many of them know about the add-on credentials - and I know that they are passionate about children's mental health as they have been educating their community about the topics they learn in their courses.
- Maegan Lokteff: Engaging with EC professional world; UNC is rolling out a completer program in early childhood for ECE professionals who are interested in moving in the IECMH field. Are there options so that early childhood coursework might also get recognized in the BH/MH pathway for people interested in moving that direction?
- Maegan: Also wanted to highlight that the T.E.A.C.H. Early Childhood Scholarship has a model to support "Community Specialists" including IECH degree pathways. <https://ecclacolorado.org/teachscholarships/>
- Jen Sommer Sheppard: I'm interested in hearing what ongoing clinical supervision/expectations might look like for the behavioral health assistants.
- Rashida Banerjee: I am curious-- is there any consideration to expand these pathways to other professional roles-- e.g. ECSE, School Psych, BCBAs etc.-- whose certificates start at birth. I didn't remember reading in the bill that would prevent someone from doing that.
- Lisa Schlueter: I am curious if #5 under BH+ 'Knowledge of Mental Health Disorders' includes 0-5 and if not, is there still an opportunity to ensure that is included?
- Emily Millican will follow up with individual questions posed in chat by email.

### Community Spotlight

- Kelly L. Elliott, Ph.D., IMH-E® – University of Denver Graduate School of Professional Psychology, Mentor - Research Faculty, Assistant Research Professor, Baby S.T.E.P.S. Lab: Supporting Teachers, Educators, Parents, & Service providers  
**Family-Strengthening Programming:**  
Opportunities Currently Recruiting Attendees:



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- **Heroes at Home** is a free parenting education workshop and research study for expectant parents and parents with children up to age 5. The workshop shares information about parental mental health, co-parenting information, child development, and community resources. It's the workshop version of the "textbook" parents often ask to receive when raising young children. **We are currently recruiting participants.** This program is **free and virtual**. [Please see the flyer attached.](#)
  - Also please let Dr. Elliott [kelly.elliott@du.edu](mailto:kelly.elliott@du.edu) know if you would like us to share any community resources with participants.
- **WeServe WePlay** is a caregiver-child play and psychoeducation group for military service members and veteran families with children between 4-18 months of age offered in partnership with the Children's Museum of Denver. **We are currently recruiting participants.** This program is **free and virtual (the final session will be at the Children's Museum of Denver)**. [Please see the flyer attached.](#)

### **Future Programming Mentioned During the Meeting:**

- **WePlay and Nosotros Jugamos** is a caregiver-child play and psychoeducation group for infants and toddlers offered in English and Spanish through a partnership with the Children's Museum of Denver. To learn more about WePlay and Nosotros Jugamos programs, please visit our website here: <https://new.express.adobe.com/webpage/IYTEABfgZpv3d?>
- **WeRead** is a caregiver-child story book read-along and early literacy/language development psychoeducation group for families with infants and toddlers offered through a collaboration between Denver Public Libraries, University Libraries, and the Baby S.T.E.P.S. Lab. This program will launch Fall 2024. To learn more about the future upcoming WeRead program, please feel welcome to contact Dr. Kelly Elliott at [kelly.elliott@du.edu](mailto:kelly.elliott@du.edu)

### **Workforce Development Trainings:**

- **Perinatal Substance Use:** We will likely have future training opportunities. If you are interested in being contacted about future training opportunities, please email Dr. Kelly Elliott at [kelly.elliott@du.edu](mailto:kelly.elliott@du.edu). Trainings are available virtually.
- **IoWA Parent-Child Interaction Therapy (PCIT)** <https://pcit.lab.uiowa.edu/>: We just began our Spring training cohort for PCIT and are not recruiting at this time. If you are interested in potential future training options, please email Dr. Kelly Elliott at [kelly.elliott@du.edu](mailto:kelly.elliott@du.edu)



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### Legislative Update

- Christina Walker ([cwalker@healthiercolorado.org](mailto:cwalker@healthiercolorado.org)) - Senior Director of Policy, Healthier Colorado, IECMH Advisory Council Member
  - Legislative highlights that may be of interest to this group:
    - [HB 24-1223 - Improvements to Child Care Assistance Program](#); looking to reduce barriers to application process and make progress toward universal application offering; helps to establish process for license exempt providers to seek authority to provide CCCAP services; directs CDEC to explore options for expanding access to CACFP. Bill is heading to the House Appropriations Committee. [Fact Sheet \(Spanish\)](#)
    - [HB 24-1237 Programs for the Development of Child Care Facilities](#); mitigate barriers for opening a licensed child care facility, including developing technical assistance; creates a grant program and a capital fund to support expenses. Bill is heading to the House Appropriations Committee.
    - [SB 24-001 Continuation of the Youth Mental Health Services Program \(iMatter\)](#); continuation of provision of 6 free mental health sessions for children in K-12 system with state funds
      - Question: why are younger children not included in this program?  
Answer: Program is run through K-12 system and currently unaware of mechanism to give referrals for dyadic treatment for younger population. Opportunity to look for opportunities to be more expansive in age range. Will investigate this.
- Melissa Mares ([Melissa@coloradokids.org](mailto:Melissa@coloradokids.org)) - Director of Early Childhood Initiatives, Colorado Children's Campaign, IECMH Advisory Council Member
  - State budget is up for debate now including expiration of all stimulus and temporary funding; \$25 million in total available for new legislation
  - [Colorado Children's Campaign legislative tracker](#)
  - [HB 24-1009 Funding to Continue CDEC Bilingual Licensing Unit for Child Care and Fact Sheet](#)
  - [SB 24-059 Colorado's Child Welfare Interim Study for Statewide System of Care](#)
  - [SB 24-071](#) Seasonal Outdoor Adventure Day Camp Programs
  - [SB 24-101](#) Children's Resident Camp Rental & Visiting Group (Postponed Indefinitely; addressed via Rule Change)
  - [SB 24-078 Outdoor and Nature-Based Preschool Program](#)
- Other Legislation of Interest





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- [House Bill 1342 - Test Accommodations for Persons with Disabilities](#) specifically addresses individuals entering the workforce that need to take a licensure/certification in order to enter their occupation in the state of Colorado.

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### Meeting Objectives:

- Vote on consent agenda (meeting minutes from January) and Membership Recommendations
- Increase understanding of Advisory Council work
- Review and discuss stackable credentials
- Hear from community members and advocates

### Agenda

[IECMH Advisory Council Meeting Agenda 3.28.24](#)