

## Early Learning Advisory Council (ELAC)

### Infants and Toddlers Work Group Recommendations

**Purpose:** To develop recommendations on opportunities to improve the system of supports for infants and toddlers.

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Criteria and Parameters for the Recommendations

1. DEL and entities charged with action have the capacity to act.
2. Recommendations are high-impact in the near and/or long term.
3. Consider the scope, so recommendations focus on supporting infants and toddlers as a population. How are we supporting the needs of all, some and few? Where are there gaps and barriers?
4. Use an equity lens. Do actions increase community voice and influence for those furthest from opportunity? Are they responsive to children’s diverse situations?
5. Use a comprehensive systems lens. Consider the structures, connections and actions necessary for all components of a B-3 system to operate and support good health, positive early learning experiences and strong families.
6. Recognize the need to engage more partners and stakeholders to provide insight and expertise.

Recommendations	Action Steps	B-3 Plan & 2012 Recommendations	Resource/Capacity Considerations	Timeline	Criteria Met
1. Establish a standing Birth to Three subcommittee of ELAC as an ongoing space for agency staff and stakeholders to focus on building a comprehensive system of supports for infants and toddlers.	a. Establish the Birth-3 Subcommittee according to ELAC’s guiding document, including: <ol style="list-style-type: none"> <li>i. Identify and invite representative membership.               <ul style="list-style-type: none"> <li>• Include key existing state and community level organizations, entities and efforts serving and/or focused on infants and toddlers.</li> </ul> </li> <li>ii. DEL appoints a committee chair.</li> <li>iii. Adopt a committee charter.</li> </ol> b. DEL tasks the committee to: <ol style="list-style-type: none"> <li>i. Develop a vision and goals to implement the B-3 plan informed by the ELAC Infants and Toddlers work group recommendations to improve the system of supports for infants and toddlers.</li> <li>ii. Recommend areas where statewide agencies and</li> </ol>	<b>Systems and Communities (#7)</b>  <b>2012 Near-term Recommendation</b>	DEL staff capacity to support facilitation, planning and convening the subcommittee.  Committee chair or facilitator to guide and shepherd the subcommittee’s work and external communications.  Organization and agency staff time commitments.	Establish the subcommittee after identifying a committee chair and gathering ideas for committee membership.  Convene quarterly	1, 2, 3, 4, 5, 6

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	<p>partners can focus their attention and joint efforts to make a difference in advancing key B-3 strategies and a comprehensive system of supports.</p> <p>iii. Explore ways to leverage and enhance emerging opportunities to advance the key B-3 strategies.</p> <p>iv. Assess and share how current efforts may impact the overall system of services and supports for infants and toddlers. (ex: Infant/Toddler Consultation, Early Achievers, ECEAP expansion, etc.)</p> <p>c. DEL provides staffing and support to convene and make the committee effective in the long term.</p>				
2. Design a system that is easy for families with infants and toddlers to navigate and transition through early learning, health and social services and supports.	<p>a. Support, ensure access to and coordinate navigational pathways to essential services and tools that help families connect to services, information and support. (ex: Child Care Resource &amp; Referral, Parent Help 123, Help Me Grow, etc.)</p> <p>b. Identify services and supports that should be available to all, some and few families, as it relates to supporting prenatal, infant and toddler development.</p> <p>c. Consider conducting generalizable needs assessments to identify gaps and barriers for all parents and the workforce.</p> <p>i. Parent Needs Assessment to understand where infants and toddlers are currently.</p> <p>ii. Workforce Needs Assessment to understand the providers that serve infants and toddlers through our various systems (health care, early intervention, FFN, child care, home visitors, family support, child welfare, libraries, Early Head Start, etc.)</p>	<p><b>Children (#1, 2)</b></p> <p><b>Parents, Families &amp; Caregivers (#3, 4)</b></p>	<p>DEL staff to lead and plan with the B-3 Subcommittee.</p> <p>Identify funding to support and coordinate services and tools for families and the needs assessments.</p> <ul style="list-style-type: none"> <li>- Cost of the 2008 parent needs assessment: \$400,000</li> </ul>	Depends on B-3 Subcommittee timing and priority.	<p>1 to be determined (TBD)</p> <p>2, 3, 4, 5, 6</p>
3. Develop a long term ramp-up plan to improve the quality, availability and	<p>Plan components should include:</p> <p>a. Quality</p>	<p><b>Early Learning Professionals (#5)</b></p>	DEL staff to lead and plan with the B-3 Subcommittee.	Depends on B-3 Subcommittee	1 TBD

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<p>accessibility of formal child care for infants and toddlers.</p>	<ul style="list-style-type: none"> <li>i. Reduce child/caregiver ratios and encourage practices that support continuity of care and child/caregiver relationships/attachment.</li> <li>ii. Attract and retain qualified teachers with professional development and competitive compensation.</li> <li>iii. Provide inclusive quality improvement supports for all programs and providers and encourage participation in Early Achievers.</li> <li>iv. Incorporate/identify specific quality standards in Early Achievers for programs who serve children with special needs.</li> <li>v. Incorporate/identify specific quality standards in Early Achievers on health and nutrition (i.e. support for mothers with infants and toddlers who are breastfeeding).</li> <li>vi. Increase provider ability to support children with disabilities, developmental delays, behavior challenges and special health care needs.</li> <li>vii. Support new Early Head Start Child Care Partnership grantees.</li> <li>b. Availability               <ul style="list-style-type: none"> <li>i. Increase the child care subsidy reimbursement rate to providers.</li> <li>ii. Ensure there are choices for high-quality care in rural and remote communities.</li> </ul> </li> <li>c. Accessibility and Affordability               <ul style="list-style-type: none"> <li>i. Make child care more affordable by expanding subsidy eligibility to middle-income earners.</li> <li>ii. Retain children who may be at risk of expulsion, usually as a result of behavior (biting/hitting/pushing) by increasing access to Infant mental health/behavioral consultations to teachers and overall strategies to support social-emotional</li> </ul> </li> </ul>	<p>Systems and Communities (#6)</p>		<p>timing and priority.</p>	<p>2, 3, 4, 5, 6</p>

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	development.				
4. Develop a long term ramp-up plan to identify and make available the continuum of specialized birth-3 services and supports, including home visiting, early intervention and other targeted services.	a. Plan should identify opportunities to strengthen the infrastructure and sustainability to ensure services are available, coordinated and accessible.	<b>Children (#1, 2)</b>  <b>Systems and Communities (#6)</b>	DEL staff to lead and plan with the B-3 Subcommittee.	Depends on B-3 Subcommittee timing and priority	1 TBD  2, 3, 4, 5, 6
5. Explore opportunities to support families and the broader array of caregivers in communities, including families, friends and neighbors (FFN).	<p>a. Understand current state and local efforts to support families and informal caregivers (ex: Child Care Aware network’s FFN supports, Regional Coalitions, libraries, local public health agencies and community-based organizations).</p> <p>b. Identify gaps in services, information and supports for families and informal caregivers and opportunities to close gaps and reduce barriers.</p> <p>c. Strengthen systems and connection to help FFN caregivers access supports that increase their capacity to support children with disabilities, developmental delays, behavior challenges and special health care needs.</p> <p>d. Implement policies and practices that support mothers with infants and toddlers who are breastfeeding.</p>	<b>Parents, Families &amp; Caregivers (#3, 4)</b>  <b>2012 Long-term Recommendation</b>	DEL staff to lead and plan with the B-3 Subcommittee.	Depends on B-3 Subcommittee timing and priority.	1 TBD  2, 3, 4, 5, 6