



EARLY CHILDHOOD COUNCIL
LEADERSHIP ALLIANCE

2022 ANNUAL REPORT



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EXECUTIVE DIRECTOR'S MESSAGE

Looking back on 2022 the words that come to mind to describe how the year has been for ECCLA include *change* and *growth*. From advocacy efforts at the State Capitol to growing statewide workforce supports, ECCLA has been excited to be a part of all that is happening to strengthen Colorado's early childhood system.

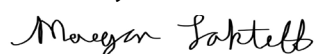
We welcomed Archuleta Early Childhood Council as our 35th Early Childhood Council! Early Childhood Councils now officially serve all 64 counties in Colorado. We kicked off a return to in-person meetings with some amazing training and networking opportunities and kicked off a new Community of Practice for the newly created Family Child Care Navigator and Access and Outreach of Care Navigators, supporting Early Childhood Councils with tools, resources, and information sharing to lift up this work. ECCLA continued to advocate for our Early Childhood Councils at every opportunity and has been excited to see the support of the legislature in these efforts. ECCLA, the Colorado Department of Early Childhood (CDEC), and Early Childhood Councils also continued the pilot of the Shared Measurement Tool, which culminated in a new [Early Childhood Council Data Dashboard](#). All of these exciting opportunities continue to demonstrate the deep impact Early Childhood Councils make in their local communities and in the lives of young children, their families, and the professionals who serve them.

In this report you can learn more about our statewide workforce efforts, to compliment local Early Childhood Council efforts. After a significant investment into the T.E.A.C.H. Early Childhood Scholarship by the CDEC, and in combination with our other grants and scholarships, ECCLA directly served over 329 Early Childhood professionals and provided support and resources to obtain degrees, certificates, and credentials or improve the quality in their Family Child Care business. ECCLA has been busy supporting Early Childhood Coaches and has partnered with the Colorado Coaching Consortium to provide backbone support, participated in the Steering Committee for the first every Consultative Roles Conference with Healthy Child Care Colorado, and launched a new Colorado Coaching Credential Scholarship, with the help of CDEC.

ECCLA experienced some amazing accomplishments last year. Everything from the growth of our programs, serving more professionals than ever before, and supporting our member Early Childhood Councils. We internally celebrated our team's accomplishments, including Cameron graduating with his Bachelors Degree, Enola's leadership with COAEYC, and Hendrik's well deserved retirement. A huge accomplishment, and continuing effort, has been the team's work to build the Justice, Equity, and Belonging Collaborative (JEB). This report includes the JEB Annual Report and highlights the incredible work everyone at ECCLA is doing to live and learn to support authentic and responsive equity, diversity, and inclusion within ourselves, our organization, and the early childhood system.

The year 2023 is already bringing new adventures and opportunities for ECCLA! We can't wait to see where this year will take us as we continue the work of ensuring state-wide supports for early childhood professionals and continue to lift up our local early childhood systems through advocacy, resources, and community.

Sincerely,



Maegan Lokteff, PhD

Executive Director

ABOUT US



MISSION

ECCLA advocates for and strengthens the accessibility, quality, and equity of local services and supports through a responsive statewide system of Early Childhood Councils, to benefit Colorado's young children, their families, and early childhood professionals.



VISION

Colorado's comprehensive early childhood system promotes thriving young children, their families, and communities.



WHO WE ARE

As the membership association for Early Childhood Councils, we provide technical assistance and capacity building, leverage policy and advocacy, scale innovation, improve workforce supports for early childhood professionals, advance collective impact, and facilitate partnerships. In collaboration with Early Childhood Councils, our efforts enable us to effectively align, leverage, scale, and lead solutions that contribute to building and supporting Colorado's robust early childhood system.





2022 JUSTICE, EQUITY AND BELONGING REPORT



EARLY CHILDHOOD COUNCIL LEADERSHIP ALLIANCE
JUSTICE, EQUITY & BELONGING COLLABORATIVE

About Our Collaborative

The Early Childhood Council Leadership Alliance (ECCLA) commits to the process of ensuring equity, dismantling systems of racism, and supporting young children, families, and early childhood professionals to have a voice as their true selves in our early childhood system. We recognize that this process will take time for our organization and we commit to continuing to learn more and grow to authentically and responsively support equity, diversity, and inclusion in the early childhood system.

With this vision in mind, ECCLA staff came together to create the Justice, Equity, and Belonging Collaborative as an advisory committee and a community of professionals who wish to grow together.

Meet Our Collaborative

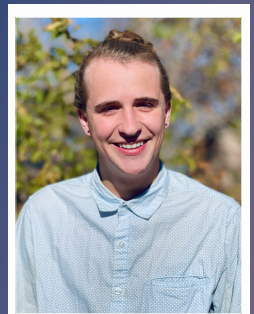
Meet our small, but mighty JEB team!



Sarah Goldman
she/her



Shannon Hall
she/her



Cameron Fall
he/him



Enola Garland
she/her



Stephanie Martin
she/her



Dallas Brown
she/they

Our 2022 Action Plan

ECCLA is committed to taking action to address the inequities that children, families, and professionals face in our early childhood system. An integral component of our Collaborative is the creation and implementation of annual action plans that highlight the annual goals we have for our organization related to justice, equity, and belonging (JEB). Our 2022 Action Plan included five goals:

2022

1. Curate resources for early childhood professionals.
2. Integrate JEB trainings into annual professional development calendars for Council Members, ECCLA Staff, and ECCLA Board Members.
3. Improve accessibility of services, communications, & policy agendas.
4. Review and update ECCLA internal documents in alignment with JEB practices.
5. Establish collaborations with organizations already working with communities on Justice, Equity, & Belonging practices.

To highlight our goal accomplishment progress, the JEB Team uses the PPP: Progress, Plans, & Problems Management Technique:

- **Progress** - These are milestones, goals achieved, finished tasks, and validated items.
- **Plans** - These are items we are still working on and will take into our 2023 Action Plan.
- **Problems** - These are items we were unable to achieve due to blockers or issues.

2022 Action Plan Progress

Progress

Milestones, goals achieved, finished tasks, and validated items

Plans

Items we are still working on and will take into our 2023 Action Plan

Problems

Items we were unable to achieve due to blockers or issues.

Goal 1

Curate resources for early childhood professionals

Goal 3

Improve accessibility of services, communications, & policy agendas.

While we did not encounter many barriers in 2022, we spent a significant amount of time creating our Equity Decision Making Tool, Lists of Resources, Trainings, and Professional Development, and more. We also spent time preparing presentations for Early Childhood Council Members and the Whole Child Consultative Roles Conference.

Goal 2

Integrate JEB trainings into annual professional development calendars for Council Members, ECCLA Staff, and ECCLA Board Members.

Goal 4

Improve accessibility of services, communications, & policy agendas.

Goal 5

Establish collaborations with organizations already working with communities on Justice, Equity, & Belonging practices.

Highlights from 2022

- In February 2022, we formed our Collaborative and created our 2022 Action Plan
- In June 2022, we presented our vision to Early Childhood Council Members
- In December 2022, we presented a Plenary Session at the Whole Child Consultative Roles Conference
- The JEB Collaborative created a Resource Collection that can support professionals in creating inclusive environments for children, families, and educators. Additionally, we created an Equity Decision Making Tool, compiled a list of JEB Trainings and Trainers, and updated the ECCLA Calendar to reflect diverse cultural holidays

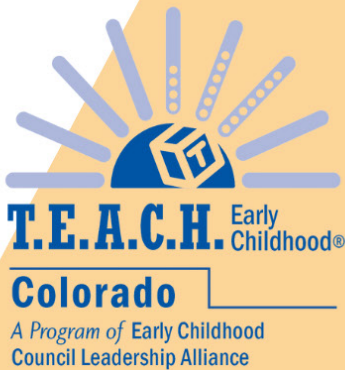
SNAPSHOT: WORKFORCE SUPPORTS



\$154,452 in scholarships awarded
to **64** early childhood professionals



**7 professionals have already
completed their credential**



\$189,947 in scholarships awarded
to **80** early childhood professionals

6,111 Colorado children impacted



\$13,200 in scholarships awarded
to **10** early childhood professionals
in its first months of programming

Since 2020:

175 recipients

\$700,000 awarded

**1121 children impacted and capacity
increase of 43% for recipients**



**FAMILY CHILD CARE HOME
FACILITIES IMPROVEMENT
GRANT**

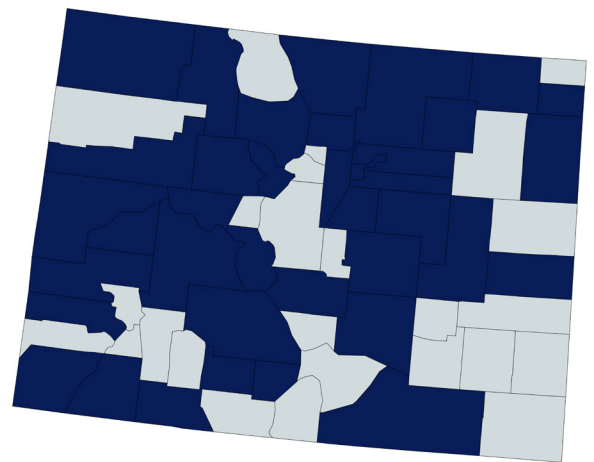
**A PROGRAM OF
EARLY CHILDHOOD COUNCIL
LEADERSHIP ALLIANCE**

WORKFORCE SUPPORTS

Colorado's early care and education workforce is vital to supporting our economy and the wellbeing of children and families in our communities. This is why ECCLA is prioritizing building and sustaining our early childhood workforce. We now support four scholarship programs and the Family Child Care Home Grant program, all of which ensure a strong pipeline of professionals and safe and stable early learning and care for children.

SCHOLARSHIP PROGRAMS

Our [scholarship programs](#) have collectively provided over \$350,000 in funds to 154 early childhood professionals covering 38 of Colorado's 64 counties (see map). Our programs diversify our workforce, with 40 percent of T.E.A.C.H. recipients identifying as People of Color and Latinx in 2022. Five percent of T.E.A.C.H. recipients identified as male. Our Rural RUN scholarship program focuses exclusively on providing career counseling and tuition support to early childhood professionals in rural communities.



[See the most recent T.E.A.C.H. Annual Report here](#)

"It would be impossible for a non-English speaking immigrant to pursue a bachelor's degree without the support of the T.E.A.C.H. scholarship. With the economic and collaborative support of the staff helping me in my journey, I was able to graduate with a GPA of 4 Magna Cum Laude and the ability to communicate in English. I am actively working to coach other immigrants to try to reach their dreams."

- **Cristina, T.E.A.C.H. Recipient, Larimer County**

Increasing access to coaching provides opportunities for professionals to have more individualized access to knowledge specific to their individual needs and career supports. In partnership with the Colorado Department of Early Childhood (CDEC), ECCLA is offering a scholarship opportunity for early childhood professionals seeking an Early Childhood Coaching Credential.

Applicants may choose between several CDEC-approved coaching programs. We look forward to implementing this program in 2023 and as of March we have 38 submitted applications.



CONCURRENT ENROLLMENT

In the first [Concurrent Enrollment](#) Pilot Cohort, 15 high school students are participating in college courses and bi-monthly trainings through ECCLA. The students are juniors and seniors from Adams, Conejos, Eagle, Garfield, Lincoln, Kiowa, Kit Carson, Morgan, and Phillips counties. Fifty-three percent of the students are currently employed or are completing practicum hours in a licensed early childhood program.

[See the most recent Concurrent Enrollment report here](#)

GRANTS

The [Family Child Care Home Grant](#) program has seen a significant number of applications and funds requested since January of 2020 (566 applications and \$3 million). Current funding has allowed us to award 175 recipients with \$700,000, only 30 percent of requests.



[See the most recent FCCH Annual Report here](#)

COUNCIL EFFORTS

Colorado's Early Childhood Councils have never stopped stepping up to the challenge of keeping our child care system going, and there are a wide variety of solutions and innovative approaches happening across our state in ways that meet each individual community's needs. [ECCLA supported a brief](#) highlighting the impact of Early Childhood Council workforce support strategies across Colorado. We are using the brief to inform policymakers and funders about the impact of Councils in this area, and it is also a helpful resource for Councils and other community agencies to see impactful and innovative efforts happening in communities across the state.



Early Childhood Councils serve as key resources for state and local decision makers and ECCLA develops [annual policy priorities](#) to ensure a collective voice can elevate issues that matter to Colorado's young children and their families.

ECCLA 2022 POLICY ACCOMPLISHMENTS



Collaborated with a coalition led by Early Milestones Colorado and Delta Dental to create a Roadmap for Early Childhood Oral Health Equity in Colorado, highlighting policy strategies for increasing access to oral health care, especially for communities of color.



Ensured Early Childhood Council Structure was preserved and local communities were supported during the creation of House Bill 22-1295, which created the Colorado Department of Early Childhood.



Ensured Early Childhood Councils received funding to support the implementation of a new round of Emerging and Expanding grants through Senate Bill 22-213.



Participated in the 2022 Strolling Thunder Colorado advocacy event as a member of the planning committee.

ECCLA continues to advocate for effective implementation of previous legislation including HB22-1295 and SB 22-213, along with advocating on behalf of Councils and Local Coordinating Organizations working to implement Universal Preschool. Our 2023 priorities also include advocating for the strengthening of family economic and support services including the Child Care Tax Credit and programs like the Women, Infants and Children (WIC) program, Supplemental Nutrition Program (SNAP), Colorado Child Care Assistance Program (CCCAP) and home visiting programs.

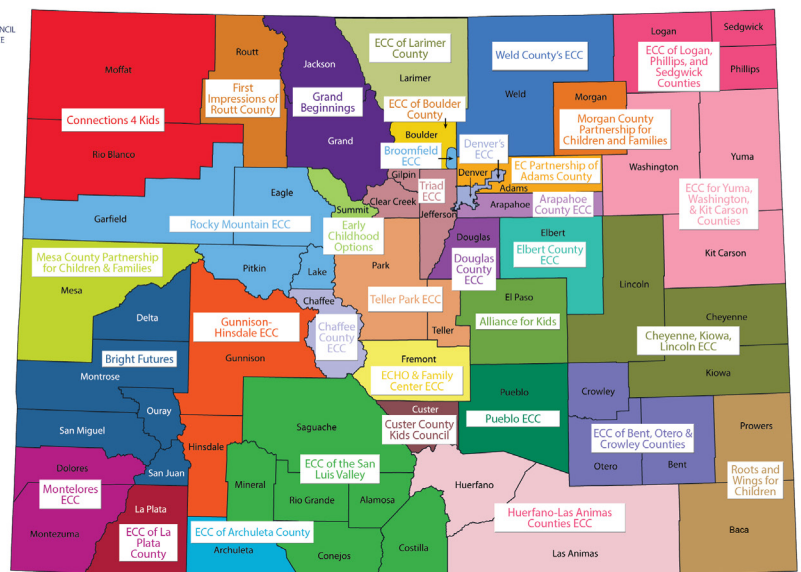
MEMBERSHIP RESOURCES

SHARED MEASUREMENT

In partnership with the Colorado Department of Early Childhood ECCLA has launched [the Shared Measurement tool](#) where the collective impact of the Early Childhood Councils can be measured and tracked over time toward a set of shared data indicators. The launch of this tool has helped elevate the systemic impact of the Councils in our state to policymakers, funders, and other decision makers.



Colorado's Early Childhood Councils



A COUNCIL IN EVERY COUNTY!

We now have 35 Early Childhood Councils [covering all 64 counties in Colorado](#)! This is something to celebrate as we welcome the newest Council in Archuleta County.



We were lucky to be able to come together for our member meetings in person in 2022!



We were honored to be recognized as Early Childhood Champions by Triad Early Childhood Council!

MEMBER & PARTNER VOICES



"ECCLA does a great job of providing support, building capacity! I appreciate how ECCLA takes a developmentally appropriate approach to doing so. Whether one is a newer Council/Director, or a more seasoned one, all Council and systems building work is enhanced. Under Maegan's leadership, ECCLA embodies the original purpose for which it was founded, and has grown to be one of Colorado's leading early childhood entities "

Pat Bolton, Triad Early Childhood Council (Jefferson, Gilpin, Clear Creek)



"As a new Council Coordinator and someone new to systems building, it has been a huge asset to have ECCLA as my phone-a-friend. As with any position, there is a learning curve, and being able to call or email the ECCLA staff has saved me so much time! No matter how big or small the question they were able to respond quickly and point me in the right direction to get the information I needed to serve the Providers in Morgan County. The support, reassurance, and encouragement from the full ECCLA staff have been amazing! "

Carri Brown, Morgan County Partnership for Children and Families



"The Colorado Department of Early Childhood is proud to have partnered with the Early Childhood Council Leadership Alliance to support our local communities serving the children and families in Colorado. Our work has connected in building local organizational capacity, creating shared goals and measures, supporting providers through these challenging times, and connecting resources across Family Resource Centers and Early Childhood Councils. ECCLA remains a strong strategic partner in supporting Early Childhood initiatives and providing support to the Early Childhood Councils. We are so grateful for ECCLA's leadership!

Mary Alice Cohen, Deputy Executive Director of the Colorado Department of Early Childhood

STAFF AND BOARD

STAFF

Maegan Lokteff, PhD, Executive Director

Shannon Hall, Director of Workforce Supports

Sarah Goldman, Director of Coaching and Navigation

Cameron Fall, Scholarship & Career Navigation Coordinator

Enola Garland, Program & Operations Manager

Stephanie Martin, Data & Evaluation Coordinator

Dallas Brown, ECE Scholarship/Career Navigator-T.E.A.C.H.

Cheryl Gould, Scholarship & Career Administrative Technical Assistant

In 2022 we celebrated the retirement of Hendrik Kopperl, our Director of Finance and Operations!



BOARD OF DIRECTORS

Danielle Butler, President
Executive Director, Early Childhood Council of Boulder County

Heather Hawk
Executive Director, Early Childhood Council of La Plata County

Kathleen Merritt
Executive Director, Bright Futures

Stephanie Blivins
Director, Mesa County Partnership for Children and Families

Michelle Sharp, Treasurer
Executive Director, Early Childhood Council of Logan, Phillips and Sedgwick Counties

Angie Shehorn, Vice President
Director, Children First at Pueblo Community College

Claudia Strait, Secretary
Executive Director, Early Childhood Council for Yuma, Washington, and Kit Carson Counties

Esperanza Ybarra, Servant Leader and CDPHE Retiree

Rosie Evans, Owner/Director, Evans Early Childhood Center

Christina Taylor, CEO of Early Childhood Council of Larimer County



SUPPORTERS

CORPORATE SPONSORS

The Discovery Source

Lakeshore Learning

Discount School Supply

PARTNERS

ECCLA is pleased to work with the following partners who work with us to ensure a strong statewide early childhood system

Colorado Department of Early Childhood

Colorado Department of Higher Education, Colorado Opportunity Scholarship Initiative

Colorado Gives

Colorado Workforce Development Council

Daniels Fund

The Buell Foundation

The Jay & Rose Phillips Family Foundation of Colorado

Thank you to our staff, board members, partners, and Early Childhood Councils for a successful year advancing Colorado's early childhood system!

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