



Commission on Equitable Early Childhood Education and Care Funding

Commission Meeting #12

November 10, 2020

Meeting reminders



- Add your name to your Zoom (click on the 3 dots)
- Consider being on video to help with overall engagement
- Mute self when not speaking
- Use Raise Hand function or Chat for questions (send to everyone)
- Technical issues can happen to anyone – chat privately to Bethany or Carrie for any needs
- If you are experiencing an unstable connection - switch to phone call or close other applications
- Members of the public will have an opportunity to speak at the end of the meeting

Today's Goals

- Relate the Commission's work thus far to last month's feedback from the national panel of experts
- Reconsider our Commission's timeline
- Share feedback on preliminary findings of the Racial Equity Working Group
- Understand ongoing work of the Technical Working Group

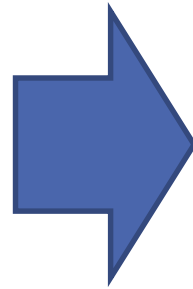


Today's Agenda

Agenda Item	Time
Roll Call, Agenda, and Opening	12:00-12:15
Relating the Commission's Work to Feedback from National Panel of Experts	12:15-12:45
Revisiting Commission's Timeline	12:45-12:55
Consider Preliminary Findings of Racial Equity Working Group	12:55-1:45
Next Steps	1:45-1:55
Public Comment	1:55-2:00

The Commission's Report, in response to the charge, will inform eventual legislation

"The Commission shall study and **make recommendations** to establish **funding goals and funding mechanisms** to provide equitable access to high-quality early childhood education and care services for all children birth to age five and **advise the Governor in planning and implementing** these recommendations."



1. Funding Goals: How much **increased investment** is required to reach **funding adequacy** across the state for early childhood education and care
2. Funding Mechanism: How the **system of funding** should be redesigned to promote the Commission's Guiding Principles
3. Implementation: How **management & oversight** should be structured to implement the new system of funding

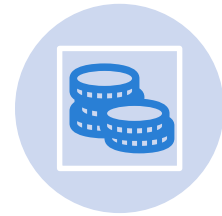
Through our recommendations, the Commission seeks to address critical challenges in today's ECEC system



INEQUITABLE ACCESS TO HIGH QUALITY SERVICES, ESPECIALLY RACE, ETHNICITY, GEOGRAPHY, & AGE



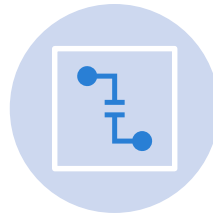
CHALLENGES FOR FAMILIES TO NAVIGATE THE SYSTEM



INSTABILITY OF FUNDING FOR PROVIDERS



INSUFFICIENT DATA TO INFORM EQUITABLE DECISION MAKING AND FUNDING



DISAGGREGATED **ACCOUNTABILITY AND DECISION MAKING**



INADEQUATE FUNDING, INCLUDING WORKFORCE COMPENSATION

The Commission's deliberations and draft recommendations have been consistently informed by our Guiding Principles

These Guiding Principles reflect the Commission's values and beliefs, guide how it operates, and lay a foundation for decision-making.

High Quality ECEC is a Public Priority

- It should be invested in as such as this is critical to our State's workforce, economy, and welfare of its residents.

Ensure Equity

- We will endorse a system that ensures equitable outcomes for children, with intentional focus on race, ethnicity, culture, language, income, children's individual needs, and geography.

Embrace Bold System-Level Changes

- Everything is on the table, including how funding flows, how funding decisions are made, and who makes them, to better serve all children and families.

Build Upon the Solid Foundation

- We will build upon the successes of Illinois' past and current system, its commitment to a prenatal to five system, the lessons from other states, and the expertise and research in the field.

Prioritize Family Perspectives, Needs, and Choices

- We will prioritize families' perspectives, needs, and choices as we make recommendations to improve the system.

Design for Stability and Sustainability

- We recognize our system must provide funding stability for providers, educators, and staff across mixed delivery settings to better serve families. System must embrace flexibility to respond to changing circumstances and family needs and must possess the human and technical capacity to do so.

Require System Transparency, Efficiency, and Accountability

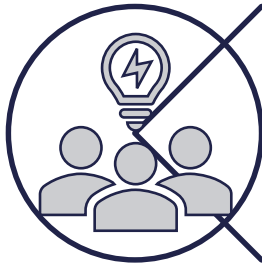
- We see these as necessary conditions for all stakeholders, funding distributors, and funding recipients for any future ECEC funding structure.

Recognize Implementation Realities

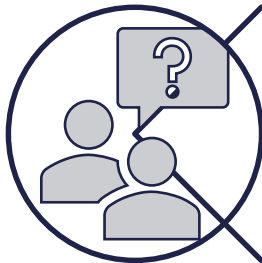
- We will plan for meaningful change over a multi-year time horizon. We will respond to disruptions in the system to meet the reality of changing needs.

*Relating the Commission's Work to
Feedback from National Panel of Experts*

National Panel of Experts - Purpose

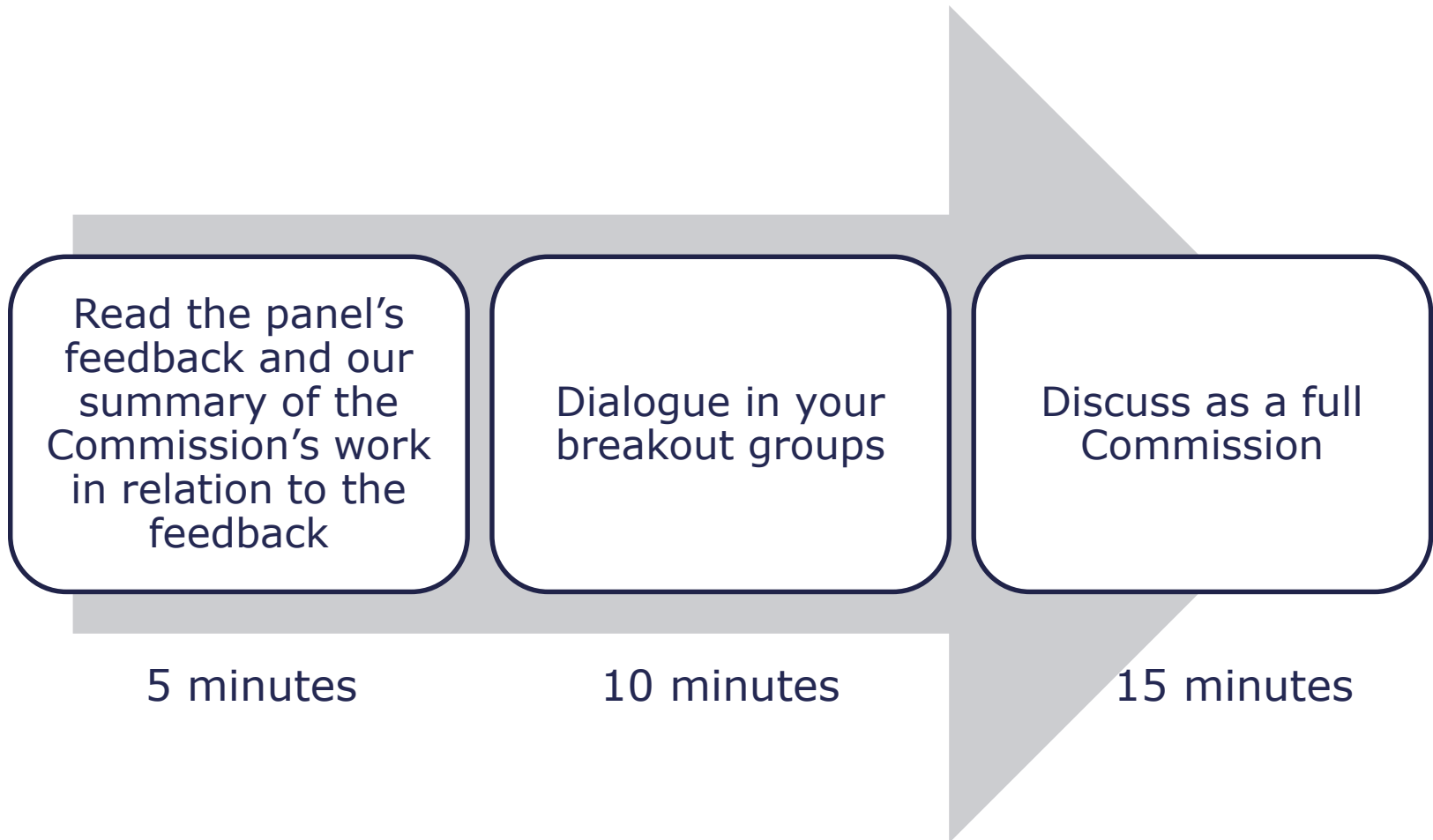


Provide feedback and suggestions on the draft recommendations



Respond to your questions about the recommendations

Understanding the feedback in relation to the Commission's work



Breakout Group Questions to Answer

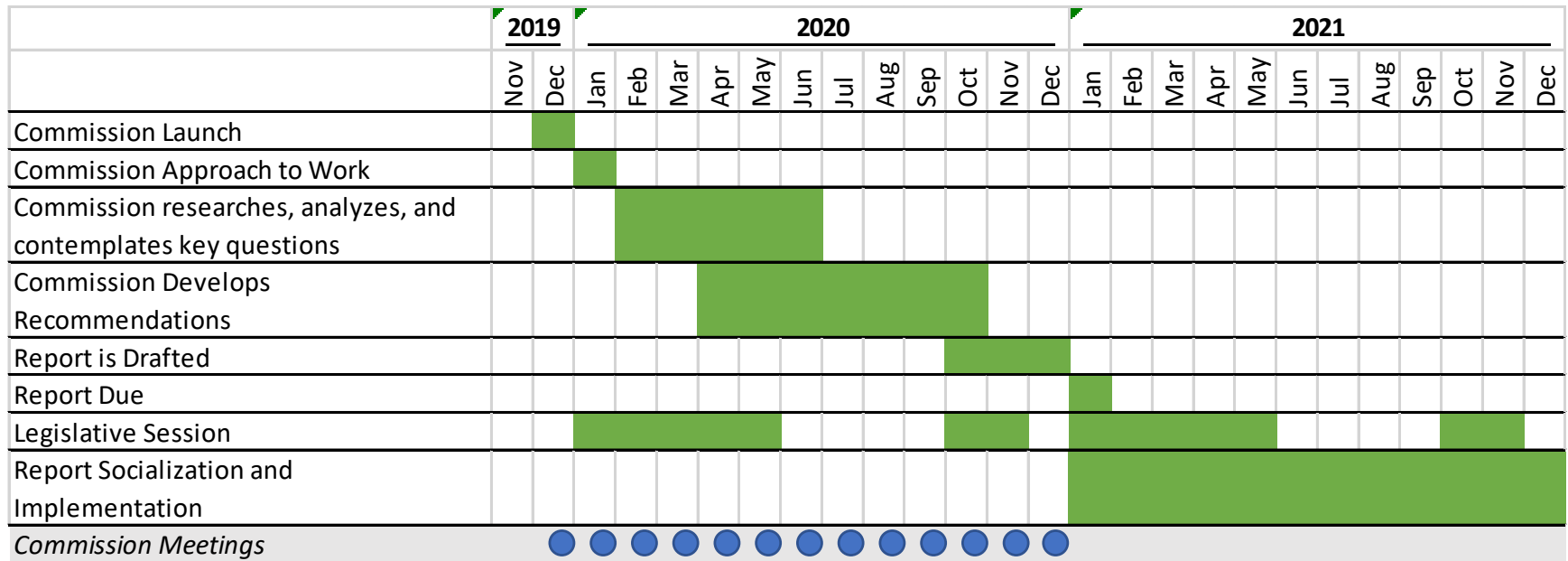
What else did you hear that we have not summarized?

Which recommendations were highlighted by the panelists?

What issues do we have to address, based on this feedback?

Revisiting Commission's Timeline

Our charge, and thus our original timeline, calls for a report in January 2021



We need to extend our time to deliver the report in March 2021



Fully consider feedback from the National Panel of Experts



Fully consider recommendations from the Racial Equity Working Group



Fully consider Technical Working Group findings in our recommendations



Ensure child-centered focus of our recommendations



Formulate details of planning and implementation work for March-December 2021 to ensure recommendations move forward

Our revised schedule from now until March

**Sept-Oct
2020**

- Discuss the Commission's collective set of draft recommendations
- Engage with national expert panel on draft recommendations
- Identify additional areas for inquiry on draft recommendations

**November
2020**

- Receive updates from Racial Equity Working Group
- Discuss feedback received thus far and implications
- Reset timeline of Commission work

**December
2020**

- Receive updates from Technical Working Group
- Review any necessary revisions to Commission recommendations
- Review outline of final report

**January
2021**

- Formal Commissioner sign-on to recommendations
- Consider planning and implementation priorities from March-December 2021

**February
2021**

- Finalize planning and implementation priorities from March-December 2021
- Review draft final report

March 2021

- Consensus on the Commission's Final Report
- Send recommendations to the Governor

Racial Equity Working Group Update

CUE Team



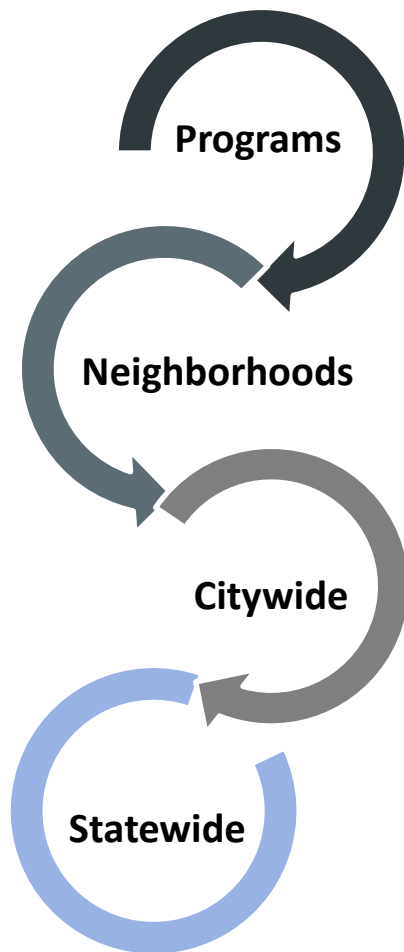
Vanessa Lee

CUE Senior Fellow
Community Impact Data
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Adam Slade

CUE Senior Fellow
PhD Candidate - Department of Public
Administration
Consultant - Metropolitan Planning Council



CUE works to build communities where race can no longer predict our life outcomes by:

- Amplifying the power of community voice to build just, equitable, and inclusive spaces,
- Demonstrating the use of tools and models for equitable policies and practices, and
- Developing public accountability models for racial equity.

What is Racial Equity?

It's an outcome: Racial equity is a future when race can no longer predict life outcomes.

It's a process: Building better outcomes for everyone requires centering and shifting decision-making power to those who are experiencing current and historical racial disparities.

Racial Equity Requires:

- Explicit **acknowledgement of our racial history** in addressing policy problems
- **Shifting power** to groups historically excluded from decision-making
- Design future policy to achieve outcomes that **are no longer predicted by race**

Racial Equity Impact Assessment inspired analysis

STEP 1: DETERMINE OUTCOMES AND STAKEHOLDERS.

- Q1. What is the policy and what problem is it trying to solve?
- Q2. What other issues can this proposal impact?
- Q3. Who are the key groups impacted by this issue?
- Q4. How will these groups be involved in decision-making?

STEP 2: LOOK AT NUMBERS AND NARRATIVES.

- Q5. What data will we collect and look at? Why?
- Q6. Where do we see disparities in the numbers?
- Q7. What can we learn from histories and narratives to better understand these numbers?
- Q8. What questions still remain? What information do we wish we had?

STEP 3: MEASURE BENEFITS AND BURDENS.

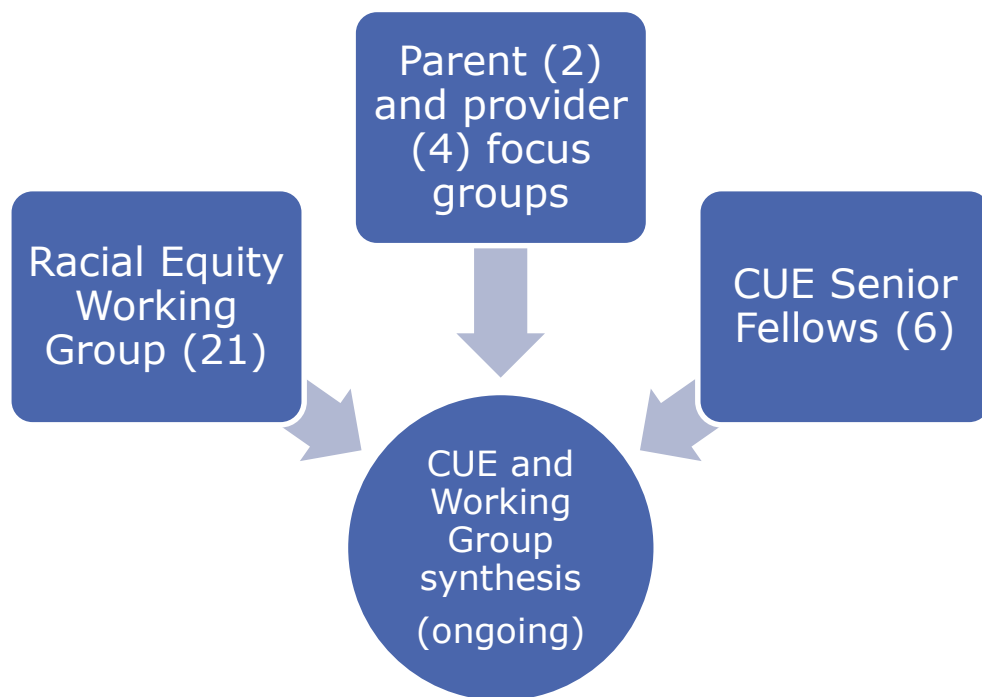
- Q9. What are the benefits and who is most likely to receive them?
- Q10. What are the burdens and who is most likely to bear them?
- Q11. What are different options to make this policy racially equitable?

STEP 4: EVALUATE AND BE ACCOUNTABLE.

- Q12. How will we evaluate the impacts of your solution?
- Q13. How will our stakeholders engage in ensuring equitable outcomes?
- Q14. How will we report back on these outcomes?
- Q15. How will our evaluation impact improvements to the policy?

Racial Equity Working Group Process

- The group is in the midst of a three-pronged REIA-inspired analysis of the Commission's recommendations.
- Priorities include:
 - Recommendation red flags
 - Implementation guidance
 - Accountability recommendations



High Level Observations

Racial equity must be baked into the decision making process



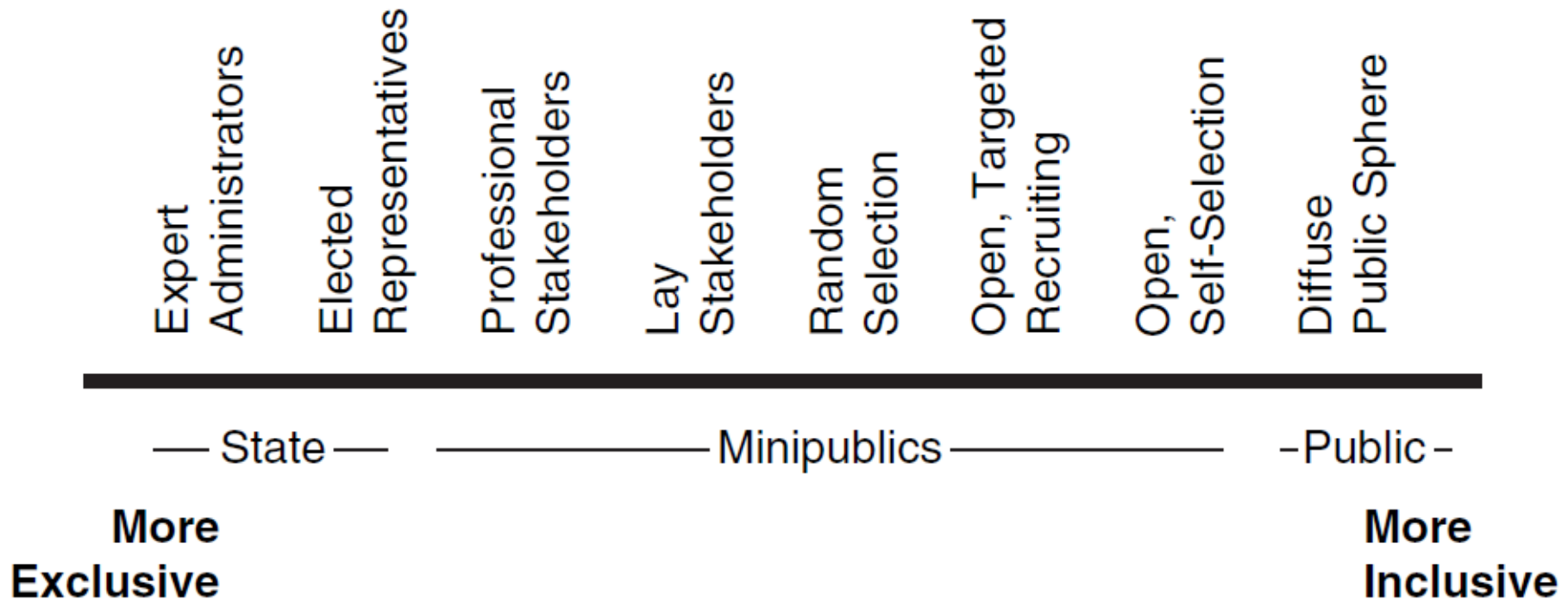
The racial equity analysis faced a number of constraints

- It is not obvious that racial equity was prioritized in developing the recommendations
- Short timeline limited number of people engaged, types of representation, and therefore findings
- This process does not fully check the box for inclusive racial equity engagement and analysis

Prioritize Racial Equity in Process

- The State should make an explicit, stated commitment to using a racial equity lens moving forward.
- The State must plan, execute, and evaluate implementation of the recommendations, including creation of a new agency, with **a racial equity lens**.
- The State must recruit and involve a diverse, representative group of stakeholders most impacted by the recommendations to guide implementation.

Conduct Meaningful Engagement



Conduct Meaningful Engagement

Personal
Benefits

Communicative
Influence

Advise and
Consult

Co-Governance

Direct
Authority

**Least
Authority**

**Most
Authority**

Conduct Meaningful Engagement

***Less resource-
intensive for the State***

***More resource-intensive
for the State***

1 INFORM

Provide the community with relevant information

2

CONSULT

Gather input from the community

3

INVOLVE

Ensure community needs and assets are integrated into process and inform planning

4

COLLABORATE

Ensure community capacity to play a leadership role in implementation of decisions

5

DEFER TO

Foster democratic participation and equity by bridging the divide between community and governance, through community-driven decision-making

Create Community Accountability

- Implement the recommendations in collaboration with inclusive set of stakeholders
 - Create an implementation steering committee with large provider and parent representation
 - Create an equity council within the new agency
 - Create decision guidelines that center those most impacted (families)
- Create an accountability office within new agency that prioritizes quantitative and qualitative data
- Create performance scorecard that disaggregates metrics by race
- Provide adequate funding and agency staff capacity to do the items above

- Support the data capacity of providers and communities
 - Quality data collection, including race data
 - Community level capacity to analyze data on service gaps
 - Culture of data-based decision making to support racial equity in services
- Be accountable to communities through implementation by reporting on metrics such as:
 - Readiness indicators
 - Proportion of family income dedicated to child care
 - Number of high-quality providers in communities by race
 - Enrollment in early learning programs in communities by race and priority population
 - Early childhood compensation by race
 - Turnover rates for early childhood staff by race

Findings in the Recommendation Analysis

Impact of recommendations

Children & Youth	Community Engagement	Contracting equity	Criminal Justice	Education
Food Access & Affordability	Government Practices	Health	Housing	Human Services
Jobs	Planning & Economic Development	Transportation	Utilities	Workforce Equity

Who benefits from the recommendations, and who is burdened?

Funding Goals: The cost to provide equitable access to high-quality ECEC is \$11.7B in public funds.

Who benefits?

- Everyone
- Children & families (particularly priority populations)
- Families with low incomes
- Families with undocumented status
- Providers

Who is burdened?

- State services in need of funding (e.g., K-12)
- Taxpayers (burdens vary between income levels)
- Education institutions
- Other taxing entities
- Philanthropic community
- Taxpayers without children may not see the value of these services

Findings from Funding Goals recommendation analysis

Items the Commission should address	Items that must be addressed in implementation
<ul style="list-style-type: none">• Funding in the adequacy model for parental education and support• Funding in the adequacy model for parental inclusion and authentic community engagement• Funding in the adequacy model for culturally responsive services and professional development	<ul style="list-style-type: none">• Identify which services will be prioritized and for whom so that inequities are not exacerbated; then set benchmarks to monitor implementation over time• Determine human capital recruitment & capacity building strategies (e.g., workforce, community systems)• Prioritize funds to build capacity in areas that are underserved

Who benefits from the recommendations, and who is burdened?

Funding Mechanisms: Public ECEC funding allocation and disbursement should be centralized at the state level.

Who benefits?
<ul style="list-style-type: none">• Providers• Families/recipients – if access to services improves• Impacted state agencies with opportunity to streamline funding
Who is burdened?
<ul style="list-style-type: none">• Providers navigating changes to funding distribution• Providers without the resources, training, or know-how to access a new state application• Burden could be placed on stakeholders depending on the flexibility and responsiveness of funding – who gets funding first• Special education service funding• Wealthy communities with low demand

Findings from Funding Mechanisms recommendation analysis

Items the Commission should address	Items that must be addressed in implementation
<ul style="list-style-type: none">• Build funding for community infrastructure into funding mechanism (e.g., IT, facilities)• Build in flexibility in centralized funding to allow for changing family needs• Define inclusive categories for funding prioritization reflective of all prioritized populations and children served by other state departments• Examine how the recommendations will affect union issues in the workforce• Examine implications of child-level funding	<ul style="list-style-type: none">• Identify which services will be prioritized and for whom before funding adequacy is reached• Involve providers and parents in the RFP development process to ensure it is accessible• Create racial equity-based criteria for funding eligibility or priority• Identify and address how expanded funding distribution could burden or exclude current providers• Build in accountability for multi-year contracts• Mandate service types based on need (e.g., bilingual service availability)

Who benefits from the recommendations, and who is burdened?

Implementation: ECEC services should be centralized in a new state agency.

Who benefits?

- Parents – depending on implementation
- Children whose needs are not adequately resourced or prioritized throughout the system
- Children and families with multiple service needs – simplify case management
- Providers

Who is burdened?

- Parents - depending on implementation
- Children whose needs are not adequately resourced or prioritized
- State agencies who face a more complex future process
- New state agency capacity
- Providers who may face new or different standards
- Providers evaluated by the state could be impacted by cultural responsiveness of requirements
- Jobs potentially lost in restructuring

Findings from new agency recommendation analysis

Items the Commission should address	Items that must be addressed in implementation
<ul style="list-style-type: none">• Recommend that a new agency be stood up with collaborative input from communities and in a way that will continue that collaboration in agency operations• A new agency should have an accountability office as well as oversight from regional and local stakeholders	<ul style="list-style-type: none">• Build the capacity of local boards or advisory bodies• Identify and provide services based on community need• Collaborating with state, regional, and local agencies to address service alignment• Co-creating of new agency with intentional power sharing among community boards

Questions?

Thank you!

Discussion

How should the Commission incorporate this analysis into the final report?

Next Steps

Priorities through March 2021



Fully consider feedback from the National Panel of Experts



Fully consider recommendations from the Racial Equity & Technical Working Groups



Ensure child-centered focus of our recommendations



Create final report



Formulate details of planning and implementation work for March-December 2021 to ensure recommendations move forward

Commissioners will soon have the opportunity to review a draft report outline

- Commissioners will receive **first draft outline** during the **week of November 16**
- Commissioners should consider that the **main audience of the report is the Governor**, with the benefit that the **report is public** and the broader audience of the report includes:
 - Families
 - Early childhood education and care providers
 - Legislators
 - Early childhood advocates and advisory councils
 - State agency implementation team members
 - General public

Commissioners should review the draft report outline and provide feedback

What aspects of the draft report outline are strongest in answering the Commission's charge?

How can the draft report outline be strengthened to better answer the Commission's charge?

What content specific changes or additions do you recommend, and why?

What do you envision a final, written report to include that you do not see here?

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2020**

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- Receive updates from Racial Equity Working Group
- Discuss feedback received thus far and implications
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**December
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- Receive updates from Technical Working Group
- Review any necessary revisions to Commission recommendations
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**January
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- Formal Commissioner sign-on to recommendations
- Consider planning and implementation priorities from March-December 2021

**February
2021**

- Finalize planning and implementation priorities from March-December 2021
- Review draft final report

March 2021

- Consensus on the Commission's Final Report
- Send recommendations to the Governor

We plan to schedule Commission meetings for January – March 2021



Ongoing opportunities for feedback

Racial Equity Working Group

Technical Working Group

Stakeholder Engagement
Forums

National Panel of Experts

*Each of these can
be used to
address gaps,
answer questions,
and respond to
concerns*

Stakeholder Engagement Activities

August 2020 - March 2021

August
2020

September
2020

October
2020

November
2020
Through
February
2021

March
2021

Coalition-led
provider and
family focus
groups

Commission
members
engage their
respective
stakeholders

Virtual
Town
Halls

Consensus
building w/
Commission
members
and key
stakeholders

Formal
publication

Stakeholder Engagement Call for Feedback and Recommendations

Commission members or members of the public who would like to provide written feedback on the Working Groups' initial conclusions or any other materials presented or discussed at the Commission are invited to do so.

Please submit your written feedback to the Commission by emailing it to bethany.patten@Illinois.gov.

Next steps

- **Racial Equity** and **Technical Working Groups** continue their work
- Review and provide feedback on the **draft final report outline** that will be sent to Commissioners **during the week of November 16**
- December **Commission Meeting** will be held virtually on **Tuesday 12/8**

Public Comment

Thank You

