



2015-2020 STRATEGIC PLAN EVALUATION REPORT FY2020



ECCLC's mission is to bring the community together to share knowledge and resources, build expertise and work collaboratively to ensure that all young children in Larimer County have the care, support and opportunities necessary to grow, learn and succeed.

EXECUTIVE SUMMARY

The Early Childhood Council of Larimer County (ECCLC) engages in 5-year planning cycles, and has just completed the final year of the 2015-2020 plan. Each 5-year plan reflects the priorities of Larimer County's early childhood community, and the 2015-2020 plan focused on convening community partners to work collaboratively to:

- Support early care and education (ECE) providers in consistently implementing quality practices;
- Increase advocacy for the importance of and investment in early childhood;
- Strengthen community connections to facilitate families' access to resources, education and services; and
- Provide backbone support for the Leap Coalition to support children's social emotional development.

ECCLC made significant progress on the benchmarks it set for the five year plan. Key highlights from FY 2019-2020 include:

Quality Care:

- From July 2016 to July 2020, we saw a 200% increase in the number of ECE professionals who have received an ECE Credential level 3 or higher through CDE.
- 81% of children receiving CCAP subsidies are in programs with a Colorado Shines Level 3-5 rating, and ECCLC will work to maintain this level in the coming years.

Early Care and Education Workforce:

- We were one of six communities to receive an Early Milestones Workforce Innovation Grant, which started in May 2018, and were able to continue this project through the 2020 fiscal year with another year of the award. Cumulatively, this project was able to train 19 mentor teachers in 10 licensed centers across the County. We also recruited, trained and offered scholarships for 29 students to support their efforts to become ECT-qualified. Of those 29 students, 18 individuals ultimately achieved their ECE credential.
- Through our family child care home recruitment campaign, were able to recruit an additional 19 family child care providers into the field from 2016-2020.

Advocacy and Awareness:

- ECCLC made enormous strides in the areas of advocacy and awareness over the period of our five-year strategic plan. Not only did we successfully engage the business community in our County through the Talent 2.0 Child Care Taskforce, we were also able to take on a leadership role in the Larimer County Strategic Plan group, in which the County identified child care access as a key priority over the next three years.

Social and Emotional Development:

- The Leap Coalition's work to enhance infant and early childhood mental health (IECMH) services in Larimer County continues to build momentum. In FY2019, the Leap Coalition came together to design a strategic plan for years 2020-2025. Using Mental Health Colorado's Early Childhood Mental Health Toolkit as a framework, the plan was created over several months of stakeholder engagement. Building upon the previous year's work to update the coalition's master plan, the strategic plan expanded, clarified and quantified many of the coalition's goals.



METHODOLOGY

Strategic Planning Process:

ECCLC's Strategic Planning process is a highly collaborative, multi-month process, involving Advisory Council members, ECCLC staff, and the ECCLC Board of Directors. It starts with an analysis of community needs, and is informed by the population and service system level data that are collected through ECCLC's Community Assessment Plan. Whenever possible, these data points are shared as multi-year graphs to allow for trend analyses.

The Advisory Council analyzes and discusses the community data, using a "Root Cause Analysis" framework, and then presents a recommended plan to the ECCLC Board of Directors. The Board has final decision making authority to adopt or modify the strategic plan.

Data Collection:

Whenever possible, data targets are set for the strategies. Although many of the strategies are not easily answered purely by data, whenever specific data is identified and provided, the source is footnoted at the end of this report.

Annual Review and Update:

Both the data in this report, and community assessment data identified in our community's Assessment Plan are shared with the ECCLC Advisory Council every fall. The data is discussed at the Council meeting, with the lens of understanding the story behind the data, identifying emerging or changing needs, and making recommendations about any adjustments to the data that we track as part of our Assessment Plan.

ECCLC's Assessment Plan served as the jumping off point to establishing a new strategic plan for 2020-2025, which began in August of 2019. This process, which involved more than 60 community partners, ECE providers, and key stakeholders from across our County, took place over 6 months. The process included factor analyses done in a large group setting, additional analysis of community data, and 6 work groups comprised of ECCLC staff and Advisory Council members that met several times in the winter of 2019-2020 to refine goals and set achievable strategies for ECCLC. The new 2020-2025 ECCLC Strategic Plan was approved by our Board of Directors in January 2020, and contains an ambitious plan for ECCLC in the coming years.



PROGRESS ON GOALS AND STRATEGIES

GOAL 1

SUPPORT EARLY CARE AND EDUCATION (ECE) PROVIDERS IN CONSISTENTLY IMPLEMENTING QUALITY PRACTICES.

A. Provide coaching and professional development opportunities to ECE programs and professionals, including, but not limited to, supporting participation in the Professional Development Information System (PDIS) and levels 2-5 of the Colorado Shines.

NARRATIVE SUMMARY: ECCLC has continued to make progress on each of the benchmarks below. Three of the four benchmarks were achieved at the end of this fiscal year. The fourth (A1) remained a challenge, which was exacerbated by COVID-19. In order to reach these benchmarks, we offered ECE professionals 221.75 training hours, 57 college scholarships, and 2534 hours of coaching support (1807 direct face-to-face coaching hours plus associated travel and preparation time).

	<i>As of 6/30/20</i>	Goal Status
A1. By 6/30/20, at least 60% of licensed ECE programs in Larimer County will have a Colorado Shines Level 2 or higher rating.¹	53.9%	Not Achieved
A2. By 6/30/20, at least 40% of children receiving CCAP subsidies will be enrolled in ECE programs with a Colorado Shines Rating of 3 or higher.²	81%	Achieved
A3. By 6/30/20, at least 800 professionals working in ECE programs in Larimer County will have received an ECE Credential through the Colorado Department of Education (CDE).³	1339	Achieved
A4. Between 7/1/2016 and 6/30/20, the number of professionals working in ECE programs in Larimer County who have received an ECE Credential level 3 or higher through CDE will increase by 20%.⁴	From 2015-2020, there was a 200% increase. In 2019-2020, 150 professionals received a credential.	Achieved

¹ Colorado Department of Human Services, Colorado Shines Salesforce database

² Colorado Department of Human Services, Office of Early Childhood

³ Colorado Department of Education, Professional Development Information System

⁴ Ibid.



B. Understand and address barriers to people entering and staying in the ECE field.

NARRATIVE SUMMARY: ECCLC continues to work with community partners to address the shortage of child care in our field. This effort has been multi-pronged:

- A continued focus on recruiting and supporting new family child care home providers.
- A focus on innovative approaches to recruitment of new ECE professionals through our Expanding Professional Possibilities in Early Childhood initiative, which was funded through an Early Milestones Workforce Innovation Grant that provided funding for two years.
- A focus on policy and regulatory barriers, which has resulted in the submission of a waiver request to the Early Childhood Leadership Commission to allow high quality child care programs to hire a person who has not yet fully met all requirements as a Provisional Early Childhood Teacher (P-ECT).
 - 11 child care programs signed the agreement to participate in our P-ECT waiver, and ECCLC had 7 total P-ECT's in the first 18 months of the waiver. Overall, ECCLC received very positive feedback on the P-ECT application process and requirements for use of this waiver from both teachers and directors.
 - The waiver expired in February, 2020 and ECCLC requested a 2-year extension from the Early Childhood Leadership Commission, including allowing Level 2 child care programs to participate. The extension was approved for 2 additional years, but without the addition of allowing Level 2 programs to participate.
 - Larimer's P-ECT waiver paved the way in other workforce initiatives across the state. Child Care Licensing, within the Office of Early Childhood, and two other Early Childhood Councils have adopted a P-ECT waiver, closely modeled after Larimer's waiver.

Activity	As of 6/30/20	Status
B1. By 12/31/16, create a marketing plan for recruiting family child care home providers.	This plan was created in 2016. Key strategies implemented include: <ul style="list-style-type: none">● Advertising, with primary focus on billboards, bus benches, Parent Magazine ads and Facebook posts● Recruitment through Be Ready family fairs● Quarterly informational meetings for prospective providers	Achieved
B2. Between 7/1/15 and 6/30/20, recruit at least 25 newly licensed family child care home providers and	Between fall 2016, when we launched our family child care home (FCCH) recruitment campaign, and 6/30/20, we signed MOUs with 50 prospective FCCH providers to provide support to become licensed. Nineteen (19) of those have received	Not Achieved



support them through the licensing process. ⁵	their license, and 3 are currently working to become licensed. We continue to see a new loss of new FCCH providers as others choose to close, and are looking at more innovative solutions to recruitment in the years to come.	
B3. By 6/30/19, complete and implement marketing plan for recruiting other ECE professionals.	Our participation in the Expanding Professional Possibilities for Early Childhood (EPPEC) grant led to the creation of a high school apprenticeship model that was supported by all three school districts in Larimer County, which was launched in Fall of 2019, and saw 2 students participate. Additionally, the EPPEC project engaged community partners in focus groups to review ECCLC recruitment messaging and enhance marketing materials to better appeal to target audience(s). We also worked with a graphic facilitator to develop a career pathways graphic that is on our website and provides simple, clear, and up-to-date guidance on navigating pathways for a career in early childhood.	Achieved
B4. On an on-going basis, stay connected with state-level ECE workforce efforts to provide input, stay informed, and bring information to our local community.	Staff participated in several statewide task forces in 2019-2020, including the workforce group led by the Children's Campaign that helped design the HB-1053 legislation (Supports for the Early Childhood Workforce), the Infant/Toddler Task Force under Raise Colorado, and the Raise Colorado Steering Committee.	Achieved

C. Serve as a clearinghouse for information about early childhood education by sharing up-to-date information through provider email list, in weekly e-newsletters, and ECCLC website.

NARRATIVE SUMMARY: We are seen as the primary source for information related to early childhood education in Larimer County, especially for early childhood providers. We have an email list that reaches 1076 people, including approximately 356 ECE providers. In addition to sending out multiple emails with pertinent information each week, we publish a weekly e-newsletter which includes articles highly relevant to ECE providers in its *For Provider* section. Our website, www.ecclc.org, is organized by audience, with “Early Care and Education Providers” and “Parents and Families” tabs at the top, and quick button links on the homepage to the highly relevant topics of Trainings and Workshops, Colorado

⁵ Early Childhood Council of Larimer County (ECCLC).



Shines, Offering Child Care in Your Home and Finding Child Care and Preschool. We also maintain a Facebook page with 1,184 followers which we use to share relevant and fun information.

In addition to the above, ECCLC also stepped in to serve as the primary source of information for ECE providers related to COVID-19, which included the creation of Larimer-focused guides that distilled down local and state public health orders and executive orders related to safety and sanitation, closures and more. ECCLC also established a webpage dedicated exclusively to COVID-19 information and resources so local providers has a trusted source of up-to-date information during the ongoing turmoil of the pandemic.

Activity	As of 6/30/20	Status
C1. At least once a month, promote Colorado Shines and ELDG to ECE providers through the e-newsletter, provider email list or ECCLC Facebook page.⁶	<p>We have used a variety of promotion channels throughout the year, and average at least one method each month, including:</p> <ul style="list-style-type: none"> • Multiple articles about Colorado Shines in our weekly e-newsletter. • Promotion of trainings around Colorado Shines and ELDG Observation through the e-newsletter, Facebook posts, and targeted emails to providers • Sharing of ELDG videos through Facebook • Targeted emails to providers who have not yet engaged in Colorado Shines or have not engaged in the Colorado Shines Quality Improvement funding. 	Achieved
C2. Maintain a section of the ECCLC website with information about Colorado Shines, with a prominent link on the website homepage.	<p>Colorado Shines is featured on our website, with two easy navigation options: as a dropdown choice on the Early Care and Education Providers tab at the top of the page, or as a button on our home page. Both options lead to a page with a simple explanation of Colorado Shines, and an embedded link leading directly to the Colorado Shines website.</p>	Achieved

⁶ Ibid.



GOAL 2

INCREASE ADVOCACY FOR THE IMPORTANCE OF AND INVESTMENT IN EARLY CHILDHOOD.

A. *Develop key messages, a clear ask for action and a toolbox of resources that resonate with targeted audiences.*

Narrative summary: ECCLC has led an enormous effort to raise awareness around the need for quality care and mental health support for children and their families. County and City government, nonprofits, Bohemian Foundation, and United Way have all identified access to early care and education and support for the ECE workforce as top priorities and committed time and resources to this effort. The 1A Mental Health Matters ballot initiative in Larimer County included language around mental health supports for youth, and the Leap Coalition white paper on early childhood mental health was included in the Larimer County Behavioral Health Master Plan for 1A funding.

Activity	As of 6/30/20	Status
A1. By 6/30/17, develop Be Ready messages and resources for business and policy makers that align with the Frameworks Institute and the Early Childhood Colorado Partnership Shared Messaging Bank.	Wrote <u>A Workforce Strategy and Major Economic Driver: Child Care in Larimer County</u> , a white paper that requested the formation of the Talent 2.0 Child Care Task Force. The white paper was enthusiastically received by the Talent 2.0 Steering Committee in January 2018, and the Task Force was launched in June 2018 (see section B4 below)	Achieved
A2. By 6/30/20, identify additional target audiences and adapt the messages and ask for action.	The Be Ready website was updated in Fall of 2018 to include more photos added and comprehensive resources. The website is also now mobile responsive, and has new and engaging content with outbound links to trusted sources for more information	Achieved

B. *Identify and engage a broad-based cadre of community members to promote support for early childhood.*

Narrative Summary: Through our partnership with United Way of Larimer County, we supported United Way in the creation of a community scholarship pool to support families' access to child care. ECCLC sits on the committee that is designing this scholarship fund, and will continue to serve as a content-expert as this fund evolves to serve more families in our County. We have also built upon our relationship with County leadership to support capacity building and advocacy focus on early care and education needs, and the ECCLC ED serves on the steering committee for the Larimer County strategic planning group.



COVID-19 has presented an opportunity for additional advocacy efforts as well, and the ECCLC ED is serving as the Early Learning and Child Care Task Force lead for the Larimer County Recovery Collaborative. This has allowed ECCLC to have a place in discussions on how best to prioritize CARES Act funding being distributed locally, and has increased the focus on support of the child care sector during and after the COVID-19 pandemic.

Activity	As of 6/30/20	Status
B1. On an annual basis, organize a fall “Give to Kids” campaign through Colorado Gives to promote donating to child-serving organizations in Larimer County.	ECCLC promoted Give to Kids in Larimer County for the 2019 Colorado Gives Day through emails and Facebook posts. This was the fourth year of this campaign.	Achieved
B2. By 12/31/17, create and implement an ECCLC Policy Agenda that sets advocacy priorities.	The ECCLC Board created and approved a comprehensive Public Policy Guidelines in November 2017. These guidelines include procedures for taking a policy position and a policy action agenda.	Achieved
B3. Starting in 2017, use the Policy Agenda to drive advocacy efforts with policy makers.	ECCLC planned the 2 nd Annual Speak Up For Kids Larimer County, which was set to occur on April 15th, 2020, and included participation from more than 20 local and state policymakers, as well as more than 100 community members who registered to attend. The event had to be cancelled due to COVID-19, but we were still able to engage policymakers in community conversations (virtually) and ensure ongoing advocacy among partners and stakeholders.	Achieved
B4. By 6/30/18, secure 6 business partners and 3 policy makers to become champions for early childhood.	In June 2018, ECCLC supported the launching of the Talent 2.0 Child Care Task force, with 18 community representatives, including 6 business partners, the Chamber of Commerce, City of Fort Collins, Larimer DHS, Bohemian Foundation, EPIC, and child care industry leaders.	Achieved
B5. By 6/30/19, work with local higher education institutions to develop and implement a plan to engage students interested in early childhood in advocacy efforts.	ECCLC worked with Front Range Community College (FRCC) to present on a panel to FRCC students on early childhood access, as well as current ECE advocacy issues in our community. Additional work to engage students in ECE advocacy happened outside our organization, such as a CSU screening of No Small Matter that occurred in the Fall of 2019, which ECCLC promoted heavily through our outreach channels.	Achieved



GOAL 3

STRENGTHEN COMMUNITY CONNECTIONS TO FACILITATE FAMILIES' ACCESS TO RESOURCES, EDUCATION AND SERVICES.

A. Support family access to parenting information, resources, education, and services.

Narrative summary: ECCLC has two primary mechanisms to support families' access to information and resources:

- Be Ready – this is a collaborative public engagement and parent information initiative that focuses on being a key source of information for parents of young children. ECCLC partners with United Way of Larimer County and a volunteer facilitator to provide backbone support for this multi-partner initiative. In addition to providing staff and financial support, we perform a key role in linking other early childhood initiatives in our community to Be Ready, so that the information disseminated through Be Ready is as comprehensive as possible.
- ECCLC website and social media: ECCLC maintains a “Parents and Families” section on our website, which includes information about finding and choosing child care (and links to the Colorado Shines referral line and website), and information about child development (including links to ELDG and Be Ready).

Activity	As of 6/30/20	Status
A1. On an on-going basis, provide joint backbone and staff support for the Larimer Be Ready Campaign.	The ECCLC Executive Director serves on the Steering Committee of Be Ready, and facilitates or co-facilitates several Be Ready workgroups. Three ECCLC staff are also directly involved with Be Ready, supporting its social media, family fairs, and several workgroups.	Achieved
A2. On an on-going basis, ensure that the parent messages from community initiatives are integrated, including, but not limited to Be Ready, Kids Initiative for Developmental Support (KIDS) and Leap	Be Ready is continually promoted in ECCLC newsletters and other outreach efforts, including Advisory Council meetings. United Way and KIDS partners also work closely to integrate parent messaging through outreach at family fairs.	Achieved
A3. By 6/30/17, collaborate with Be Ready Partners, including all three school districts, to create common kindergarten entry expectations, and translate those into family-friendly language and materials	Completed in 2017. Families were surveyed in the Fall of 2018 through Back-to-School nights with all 3 school districts. Parents were asked to provide feedback on the Ready, Set, Kindergarten guide and the results were overwhelmingly supportive of the guide, and were used to modify/enhance messaging to support the needs of parents. Surveys also helped to	Achieved



	guide distribution of marketing materials to reach a wider audience.	
A4. Between 6/30/17 and 6/30/20, collaborate with Be Ready Partners and all three school districts to disseminate these materials across the county. ⁷	The Be Ready guide launched in 2017. Below are the number of guides distributed by year. 2017-18: Approximately 4,500 English and 1,300 Spanish guides 2018-19: Approximately 6,400 English and 1,700 Spanish guides 2019-20: Approximately 4,500 English and 900 Spanish guides - none distributed from March 1 on because of COVID-19 TOTAL DISTRIBUTED: 15,400 English Guides 3,900 Spanish Guides	Achieved
A5. On an on-going basis, maintain a family resource section on the ECCLC website which includes information on choosing quality child care and links to Be Ready	ECCLC maintains a “Parents and Families” section on our website with tabs to this information. We also have a button on the home page that leads directly to information about finding child care. The Be Ready website was translated into Spanish in Spring of 2020 to support more families with this information.	Achieved

B. Support agencies and professionals to increase cross domain knowledge and referrals and provide strength based and culturally sensitive services.

Narrative summary: ECCLC provides multiple opportunities for cross-domain partners to convene in order to increase knowledge, referrals and networking. Key avenues include monthly Early Childhood Advisory Council Meetings and the Leap Coalition Community Conversations, both of which include informational presentations, information about local resources and structured networking time.

Activity	As of 6/30/20	Status
B1. Every year, provide a minimum of 12 in-person opportunities for agency representatives and other professionals to receive education and information, network and jointly problem-solve. ⁸	Key opportunities provided in FY19-20: <ul style="list-style-type: none"> Early Childhood Advisory Council – 9 meetings (this number decreased due to COVID & weather cancellations) Leap Coalition: 	Achieved

⁷ Be Ready Campaign

⁸ ECCLC



	<ul style="list-style-type: none"> ○ 1 large annual community event on the impact of adversity on early childhood brain development ○ 2 community events on the impact of the census on early childhood services; and on secondary traumatic stress in helping professions ○ 8 in-depth classes on the foundations of infant and early childhood mental health ○ 8 strategic planning meetings 	
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C. Support a coordinated system of universal development screening for children ages 0-5.

Narrative summary: Because referrals only tell part of the story, we are also tracking the % of referrals resulting in evaluation. We have seen a slight drop in % of referrals resulting in evaluation (71% to 67%).

<i>Activity</i>	<i>As of 6/30/20</i>	<i>Status</i>
C1. By 12/31/16, support the Kids Initiative for Developmental Support (KIDS) to create materials and begin outreach and education to the following groups: Physicians, Families, and ECE Providers. Support outreach on an on-going basis. ⁹	<ul style="list-style-type: none"> ● Physicians: KIDS partners reached out to more than 19 medical clinics with information about screening and referrals, and distributed 100 physician information packets. Physician outreach was stopped completely in March of 2020 due to COVID-19. ● Families: Partners manned booths at 21 fairs with information for families, and were able to distribute information directly to 700+ families. This information is also included in the Be Ready website. ● ECE Providers & other community EC Professionals: ECCLC and partners reached out through 13 different forums, including 2 trainings to 25 ECE providers around screening and referral, a training with child care nurse health consultants, preschool 	Achieved

⁹ ABCD Database; Larimer County Department of Health and Environment



	<p>fairs, an ECCLC Advisory Council meeting and 3 Community Conversation events (with more than 500 attendees).</p> <p>In addition to this specific outreach around screening and referral, ECCLC provided 11 trainings to 113 ECE providers around using the Colorado Early Learning Development Guidelines (ELDG) as an observation tool to support the ECE provider role as developmental monitors from 2015-2020.</p>	
<p>C2. From 7/1/15 to 6/30/20, increase the annual number of referrals for evaluation to Early Intervention at Foothills Gateway by 200 children through KIDS' on-going outreach and education.¹⁰</p>	<p>Referrals for Foothills Gateway dropped significantly in 2019-2020, largely due to COVID-19. This year we saw a 7% decrease in referrals. The average number of children referred to early intervention remains at approximately 766/year despite the decrease seen this fiscal year. Our initial target of increasing referrals by 200 children a year was not achieved.</p>	<p>Not Achieved</p>

D. Increase the number of early care and education programs serving children receiving Colorado Child Care Assistance Program (CCAP) subsidies.

Narrative summary: Because of both the delays in switching CCAP billing systems (from the POS to the ATS), and the long-standing CCAP waitlist (which was lifted in Spring 2020 after 3+ years) in Larimer County, recruitment of new providers to accept CCAP has been challenging. We have focused our recruitment outreach on two strategies:

- All prospective FCCH providers that are supported through licensing by ECCLC must agree to enter into a CCAP fiscal agreement upon becoming licensed.
- We do significant marketing about Colorado Shines and engagement in quality improvement, and are promoting CCAP fiscal agreements as a requirement for receiving services from the ECCLC Quality Support Team.

¹⁰ Early Intervention at Foothills Gateway



Activity	As of 6/30/20	Status
D1. Between 7/1/15 and 6/30/20, collaborate with Larimer County Child Care Assistance Program (CCAP) to recruit at least 20 additional ECE programs to sign a contract with CCAP. ¹¹	We achieved this goal, with over 40 new programs signing a CCAP fiscal agreement from 2015-2020. Currently, approximately 28.2% of all programs in Larimer County accept CCAP. This percentage represents all licensed programs in Larimer County, including school-based care.	Achieved

E. Serve as a clearinghouse for up-to-date early childhood information through the ECCLC website, social media, email list and ECCLC Advisory Council meetings.

Narrative summary: ECCLC shares information about early childhood through our monthly ECCLC Advisory Council meetings, which are open to anyone (average attendance of 45 people/meeting), as well as through the following media outlets:

- Website: The website has dedicated sections specifically for early care and education providers and for families. It also has quick links on the home page to information about trainings/workshops for ECE providers, becoming a family child care home, finding child care, and Colorado Shines. The website has an additional section on community collaborations and features both a calendar of relevant events and a *What's New* section.
- Email: ECCLC maintains an active informational email list through MailChimp with 1076 subscribers. We have segmented this list so that individuals can subscribe to their specific areas of interest (e.g., general early childhood information; licensed child care providers; job announcements; training & professional development; family events). As a courtesy to our partners, we share information from them for free through our listserv for items such as trainings or job openings.
- E-Newsletter: We create a weekly e-newsletter which is shared through MailChimp, with information that is relevant to the general community as well as to ECE providers.
- Facebook: ECCLC's FB page has 1,184 followers. We post several times a week, sharing information about trainings, local events, items of interest, and fun videos.

¹¹ <https://data.colorado.gov/Early-childhood/Colorado-Licensed-Child-Care-Facilities-Report/a9rr-k8mu>



GOAL 4

PROVIDE BACKBONE SUPPORT FOR THE LEAP COALITION TO SUPPORT CHILDREN'S SOCIAL EMOTIONAL DEVELOPMENT.

A. *On an on-going basis, provide facilitation and coordination support for the Leap Coalition of Larimer County.*

Narrative summary: The Leap Coalition's work to enhance infant and early childhood mental health (IECMH) services in Larimer County continues to build momentum. In fall 2020, the Leap Coalition came together to design a strategic plan for years 2020-2025. Using Mental Health Colorado's Early Childhood Mental Health Toolkit as a framework, the plan was created over several months of stakeholder engagement. Building upon the previous year's work to update the coalition's master plan, the strategic plan expanded, clarified and quantified many of the coalition's goals. The three top level goals outlined in the plan are:

- 1. Build and support an adequate and well-connected early childhood workforce in Larimer County with specific expertise in infant and early childhood mental health (IECMH), health equity, and knowledge of local resources.*
- 2. Increase community understanding of early childhood development, with an emphasis on the long-term societal impact of early childhood experiences.*
- 3. Support a coordinated, multi-disciplinary approach to prevention, early identification and intervention for mental health concerns in young children.*

Other key highlights of the work this past year include:

- September 2019: Leap hosted the 3rd Annual Community Conversation Starter, "The Biology of Adversity and Resilience: A two-generation perspective on risk and opportunity," featuring Dr. Sarah Enos Watamura. The presentation explored how early life adversity, including social factors like bias and discrimination, impact early childhood brain development.
- November 2019: Leap and the Colorado Children's Campaign hosted a community conversation on the impact of the census on our early childhood services. Special consideration was provided to how early childhood professionals can address fears and provide support to immigrant communities.
- January 2020: Leap partnered with Dr. Noelle Hause to provide training on identifying and preventing secondary traumatic stress and its potential impact on child-serving professionals. Event registration reached capacity within the first few hours of going live, highlighting the critical need for this type of training in our community.
- March-May 2020: In March 2020, Leap was all set to host the 8-module Colorado Foundations of Infant and Early Childhood Mental Health course for 30 participants



free of charge. We did have one in person class, but the seven remaining classes had to be rescheduled due to the COVID-19 pandemic. After a few weeks to transition the training to an online platform, classes resumed on April 9-May 21. This course is designed to strengthen the capacity of the early childhood workforce to provide a consistent, high-quality continuum of IECMH supports to children and families. Participants for the course were selected using an application process. We received significantly more applications than spots available, further confirming that this type of training is in high demand.

B. By 6/30/17, complete a Leap Resource Development plan and collaborate with Leap workgroups to identify needed funds and potential funding streams, and seek funding.

Narrative summary: The Resource Development plan was completed in May of 2017. To date, we project that we have funding through fiscal year 2021 for the Leap Coalition Program Manager, and are focusing on identifying funding sources for specific strategies of the plan (e.g., hosting a training on the *DC:0–5™ Diagnostic Classification of Mental Health and Developmental Disorders of Infancy and Early Childhood* manual for local therapists, providing reflective supervision).

C. By 6/30/17, work with an independent evaluator to develop a Leap Evaluation Plan with measurable outcomes.

Narrative summary: The original Leap Evaluation Plan was completed in May of 2017. With significant in-kind support from the Evaluation Specialist at the Larimer County Department of Health and Environment (LCDHE), that plan has been operationalized and includes both long-term targets and process measures. All of the measures have been included in the LCDHE data dashboard, which is available at <https://www.larimer.org/health/health-department-general-info/community-health-improvement-plan/larimer-county-chip-progress>.

