

**Portland Children's Levy
Allocation Committee Meeting Minutes
November 4, 2019 3:00 p.m.
Location: Portland City Hall Council Chambers**

The full record of the meeting may be viewed on the Portland Children's Investment Fund website: www.portlandchildrenslevy.org or YouTube at:

<https://www.youtube.com/watch?v=SuH5XftpXpQ>

Attending: Mitch Hornecker, Jessica Vega Pederson, Felicia Tripp-Folsom, Ted Wheeler (Chair), City of Portland appointed seat is currently vacant.

Welcome/introduction of Allocation Committee and Children's Levy staff

Ted Wheeler: Welcome. This is the Portland Children's Levy Allocation Committee. If you expected something else you are in the wrong room. I'm Ted Wheeler mayor and the allocation committee chair. We have Commissioner Jessica Vega Pederson on my immediate left. And Felicia Tripp Folsom who is our county appointee sitting at the far end. We have Mitch Hornecker here, our business community representative and has been with us a long time. We appreciate that.

Open Position on Allocation Committee

We have an opening for a city appointed member. And we would welcome anybody who is interested in potentially joining this august and highly entertaining group of individuals. You can go to the city website at Portlandoregon.gov/civic/apply where the application can be submitted. And that information, it says, is crawling on the screen. There it is at the bottom of the screen.

Wheeler: Of course, we have the PCL staff with us today, Lisa Pellegrino is here, Meg McElroy, Mary Gay Broderick, John Coghlan and John Kelly are both with us.

Approval of Minutes of September 16, 2019 Meeting

Wheeler: So let's begin by approving the minutes for this September 16th meeting. I will entertain a motion.

Vega Pederson: So moved.

Wheeler: We have a motion.

Tripp Folsom: Second.

Wheeler: We have a second. All in favor vote aye.

Vote: All in Favor

Wheeler: Done.

Public Comment: None

Video of Portland Children's Levy Mural Project at Hacienda CDC was shown

That video can be viewed on the PCL website: <https://www.portlandchildrenslevy.org/videos>

Wheeler: I would give that an academy award. Nicely done.

Non-Competitive Funds Allocation

Wheeler: Next up, Lisa Pellegrino is going to come up and tell us about the potential \$6.1 million noncompetitive funds for two projects we are going to be asked to vote on later in the meeting. She's going to provide us a little bit of background and tell us how this project fits into the overall lending projections for 2023. There will, of course, be time for questions and discussions. And we will get more details on both items. Good afternoon.

Pellegrino: Thanks. Nice to start with looking at kids and then before we head into dry administrative territory but here we go. I want to refresh everybody's memory. We were mostly concentrating dividing the resources between program areas. I don't know how much attention folks paid.

To take us back to where we were when city council referred the levy for renewal last time they also adopted some additional rules on how to allocate funds. And those rules codified some things that practiced that we had but hadn't been sort of written as rules before. So those rules require that you all allocate at least 90% of available funds in a competitive grant process, for multiyear grants when you have done in the last meeting. That part has been accomplished.

This allows up to 10% of available funds to be allocated in a noncompetitive process for three specific opportunities that are in the rules. The first is for special initiatives that cross program areas. Or might address more than one program area. The second is for quality improvement supports, training, technical assistance, for funded programs. And the last is improving systems that affect children and the organizations that serve them.

So at the last meeting, we reviewed all the projected revenues that -- and that's based on the City Economist projection. He will update those in the early winter. But based on what we have thus far, and on our estimates around projected fund balance and fund balance as you will recall sometimes comes because revenues are over what the economist projects and we make our grants based on what he projects typically. Also sometimes grants don't spend out and sometimes grants don't continue for various reasons. So that's what builds up fund balance. So between those two things, two sources of revenue, we will have, we are projecting to have about \$81.1 million over the next three fiscal years in revenues.

At the last meeting we recommended holding aside \$7.75 million in the noncompetitive category - that's less than 10% of projected revenues for that period of time - to allocate at ear meeting. Here we are at this point again. The Committee, to refresh everybody's memory, made the decision to hold back \$7.1 million in noncompetitive, and instead put \$650,000 of the resources originally recommended be noncompetitive moved over to competitive in the foster care program area. That's just refreshing everybody's memory and for those who were not there last time. We are looking at a total of \$7.1 million in that pot over a three-year period of time.

We will bring a proposal to also allocate \$5.1 million of that to continue the community child care initiative. And then I will come back and tell you about, we would like to set aside \$1 million over three years to do, continuing doing TA, quality improvement training, those types of things. And give a sense of where we spent that money in the past and where we anticipate spending it in the future. That's teeing up meg to come tell you about CCI.

Community Childcare Initiative

Wheeler: This is something completely different. We have a panel that meg is going to introduce in a moment. This is a program that's obviously vitally important to parents and to families in our community and we appreciate everybody who is coming today to tell us more about it. Good afternoon.

Slides from the Power Point presentation are appended to the end of these minutes.

McElroy: Good afternoon and thank you, Mayor. So like Lisa said, I am going to do the bulk of the talking about the community child care initiative to help remind you all what it is and what it's been doing for the past four years and some background information about how it came to be. And then I am going to review data on its progress to date. And also some results from a family survey and a child care provider survey for participating families and childcare providers involved in the effort. And then review a little bit about another part of the childcare initiative that is part of what the levy funds, not just the subsidy work but a special investment in family-based childcare.

And then we have **Christine Waters** who is the director of **Childcare Resource and Referral, Multnomah County**, and **Deb Johnson** who is the coordinator of CCI under this grant, also staff at Childcare Resource and Referral, Multnomah County, here to talk to us.

We had a childcare provider who was planning, **Melody Morris** and her husband **David** who operate an in-home childcare, called **Daddy Daycare**, but unfortunately one of the staff who was going to cover Melody's time called in sick. In order to be compliant with state regulation to be there caring for children and keeping them safe and healthy she is not able to join us today. It was hard to find childcare providers who could be available this time of day to talk to you. We hope the information that we will share can speak to their voices and their experiences in this project.

So the Community Childcare Initiative is one of those special initiatives under the levy's authorization, the act that governs the Levy that includes multiple program areas. It serves young children and children up to the age of 12. So we see it as an investment in both after school and early childhood.

And the purpose of the Community Childcare Initiative is to assure childcare is affordable and of high quality, particularly for working families with low incomes in our community. So it supports childcare subsidies for working families with incomes at 200% of the federal poverty level or less. And it helps make sure that families pay no more than 10% of their income for childcare and that's bar is set as a federal and national research definition of what is affordable childcare. Those paying more than 10% for care toward childcare are having unaffordable childcare.

National research suggests families who are low income pay far more than 10% of their income. This effort is in hopes of helping them have affordable childcare as well as high-quality childcare. The childcare initiative funded by PCL helps augment the state's childcare subsidy, Employment

Related Daycare. It helps families up to 200% of the federal poverty level. State childcare subsidy program ends at 185%. Portland Children's Levy is investing in an extra step for families.

In addition, participating childcare providers in the community childcare initiative have to be involved with the state's quality effort. It's a quality rating and improvement system called Spark. It is under a bit of redesign by the state right now but it is still something that locally and across the state is being used to help childcare providers set goals and make improvements in standards around childcare quality and small business practices.

And then finally, this entire effort is administered locally by Childcare Resource and Referral of Multnomah County which is based at Mt Hood Community College. It is a state-funded entity that provides training and technical assistance and professional development to childcare providers; helps them navigate licensing and childcare policy regulations; and assists them in navigating how to be compliant with state employment-related daycare subsidy program.

Portland Children's Levy first started the community childcare initiative back in 2007. It was the result of the Levy generating higher than projected revenue. So at that time staff suggested the Levy expand Head Start locally and the Allocation Committee at the time said, are you sure that's the best thing? And should we maybe form a task force to really look at the most opportune way to support families with very young children. And the result of that task force investigation was that, I shouldn't say investigation but sort of their convening and their information gathering was that we should instead invest in a childcare quality and affordability initiative that didn't just serve young children but also supported working families with children in their after care and summer care needs.

That five-year initiative was evaluated professionally by an external evaluator, Dr. Shannon Lipscomb of Dynamic Research and Evaluation. She found that the childcare initiative had increased quality and stability of care for the families involved; and that providers who were involved took the money that they received through the quality efforts and reinvested them in making progress on quality goals. So unfortunately, the levy had to decrease and remove its funding from CCI, between about 2012 and 2015, because at this time the recession and the decline in levy revenues meant that it was unable to continue the project and it had to reduce substantially other grants as well.

When Levy revenues began to bounce back again, this body voted to reauthorize investment in CCI and started it again at \$2 million over four years to serve 100 children a year. A couple years later, as revenues continued to climb, and needs continued to be great, this board decided to invest another \$1 million to serve an additional 100 children a year through 2020. And it also added supplementing funding for the state's focused childcare networks, which are culturally specific family childcare providers who are trying to navigate that quality improvement system, Spark, the state has. And Portland Children's Levy specific interest was in helping launch a Somali network of childcare providers which had never been done locally in our community. So currently, the CCI receives about \$1.6 million in levy funding to serve over 300 children annually in subsidized care. Plus a small portion to four childcare networks: an African-American networks, Latino and two Eastern European/Slavic networks and solely funds the Somali network.

So next, now that I have given you some background, we will go into some of the data on the progress and results of CCI and this is a bit more I think compelling and interesting than the

background piece you just had to review. These data are from two sources: progress reports that Childcare Resource and Referral Multnomah County submits to us on a semi-annual and annual basis. And then also we will get to some results from family surveys and provider surveys. So over the past four years, CCI has exceeded the number of children it anticipated serving by over 30%. We are like I said serving over 300 children annually. The majority of children served identify as a child of color and about one in five of them are from homes where the primary language spoken is other than English.

As you can see in the graph on the slide, of the total children served, about 22% identify as Latino, about 15% as African-American, 12% as multiracial, less than 1% as Asian, less than 1% as African immigrant, 2% as American Indian or Alaskan Native, 30% white and we are missing information from about 18% of those served. When I get to the end of this presentations I will talk a little bit more about, that's an area for improvement.

Over half of the children reside in east Portland, and as I said earlier, we are serving children in this program from infancy through age 12 and about 43% of them are three to five-years-old.

The childcare providers participating in CCI subsidy have to meet certain set of criteria in order to receive caring for the families who receive the subsidy dollars. That's to assure families are accessing higher quality care in our community. So like I said earlier, they have to be involved in the state's quality system, the Spark system. They have to be licensed. And they have to have general liability insurance.

And among the providers who are participating in CCI, they represent 5% of licensed providers in Multnomah county. Just to give you a sense of scale here. However, they represent close to 20% of the providers who are participating in the Spark quality improvement effort.

Among the 55 childcare providers participating in CCI, 11 of them were previously involved in the childcare provider network. They are folks that took the two years to be involved in that cohort of improvement; have achieved those improvement goals; and have gone on to become involved in this effort to serve children with childcare subsidies. Over 20 providers involved in CCI have a star rating through the Spark system. And about 30% of the children receiving subsidies in CCI are involved with care in one of those star-rated providers.

And then this map just gives you a sense of location for the participating providers in CCI, and as you can see, they are concentrated in north Portland and then also out in east Portland. So this suggests we are reaching well the families we would like to be reaching. You will also notice a couple of them are outside of city boundaries. The obligation for us is that the children served through CCI are residents of the city of Portland. So they can attend care in a location that may not be exactly in the city.

These figures help you understand a little bit better how CCI affects a family's finances. As I noted earlier, the design of the program is that families will contribute no more than 10% of their income toward their childcare costs. The state employment related daycare program contributes up to about 75% of the market rate of childcare. So as you can imagine between that and what the actual cost of childcare is is quite a gap. And if a parent isn't involved with CCI they are expected to cover the rest of that. Through the support of this initiative, we help keep the parents paying no more than 10% of their income towards childcare. And for those families who are at income

brackets up to 200% of the federal poverty level we are contributing the majority toward their cost of childcare to keep it at 10%.

So these medium figures are four-year averages while we have been funding this program to help you get a sense of the median income for families receiving the CCI benefit is around \$2,100 a month. The median cost of childcare is around \$1,100 a month. The subsidy provided through the state monthly median is about \$630 and then the CCI subsidy contributed by PCL is around \$373 a month.

So we at the Levy decided that we wanted to use some of the questions from the previous external evaluation to check in and see how families are experiencing this version of CCI and we wanted to do the same thing with providers. So through survey monkey we took a couple of the questions that the external evaluator used in the previous 5-year CCI, adapted with input from Childcare Resource and Referral staff and sent that out online in English and Spanish to families. We did a similar survey with providers.

They were simple questions. Nine of them. Some were Likert scale, some open ended. Of the families that we sent them to, 54% responded and what their results show and you all have a pretty long report for a more technical details in your packet is that families reported improved family finances while participating in CCI. They had increased access to higher quality care while they were participating and in general they had exceedingly high satisfaction.

There were several wonderful reflections that families shared in the report. I obviously can't go through all of them with you but I picked out a few highlights today so I am good go to go ahead and read them. One parent said, "It allowed me not to fret over how to scrap together my co-payment. It gave me some reassurance knowing my child would receive a higher level of care."

Another parent said, "My DHS co-pay is way too high to pay on my own. CCI made it possible for me to afford childcare and work at the same time."

We also surveyed providers using those same, questions adapted from that previous external evaluation. 58% of the providers involve would responded. What we heard from them again was incredibly high satisfaction with their childcare business income while they have been participating in CCI. They have used the income from participating toward increased investments in their quality. They have hired new staff. They are increased staff wages. They have purchased materials and supplies and equipment to improve quality of their care.

They also said that being involved in CCI has substantially increased the number of families with low-incomes that they serve and even especially with families who are on ERDC, that they have been more willing to serve families who are receiving that state subsidy. And it has moderately increase the number of infants and toddlers that they serve. So they have generally also had a very high satisfaction with their experience.

Again a couple of quotes that they shared: "I have been able to purchase new supplies and furniture for my childcare. I have been able to hire new staff and I am currently interviewing to increase staff. I have been able to pay my taxes for 2018 and have been paying my quarterly taxes on time."

Another provider said, "For us it isn't extra income. It helps the families cover the difference in tuition if they qualify for ERDC or not, so they don't have huge debt."

I thought these quotes were pretty compelling even though they are experiencing their involvement in the program from two different sides, the one is really able to speak to how this benefit helps families.

So that kind of covered the subsidy portion of what the community childcare initiative has been supporting. As I noted earlier, in 2017, this board agreed to provide additional funding to CCI in part to support focused childcare networks.

There are five focused childcare networks at Childcare Resource and Referral. They are two-year cohort of 12 to 15 childcare providers from culturally specific communities who have a coach. They meet monthly. They focus on business practices. They get professional development and training. They set their own quality goals based on the state Spark effort. And they make progress toward that.

Four of those networks started in 2014 and levy funding helps support a small portion of what they have been doing. Levy funding entirely helped launch a new childcare network focused exclusively on Somali childcare providers. And just to cover a couple of highlights that network really got up and running in 2018. They have 16 providers involved. They collectively completed 199 training hours. Five of them achieved licensure this year, which is a pretty big accomplishment. Their coach is there supporting them during licensing visits; helping them navigate paperwork; understanding the regulations and why they're necessary in building relationships with the licensing staff. 10 of those childcare providers attended for the first time the State Oregon Association for the Education of Young Children conference. And their network coordinator offered two workshops specifically for Somali providers in Somali around childcare quality practices. And she also provided translation and interpretation for the keynote which was from the early learning director, Miriam Calderon. It was to help those providers connect with the broader early learning professional community.

And one quote that was shared in sort of a progress report about how that network was doing was specifically talking about licensure: "as more providers become licensed others are encouraged and want to be licensed now that they see it's possible." It is just exciting to think of the ripple effect in that network group.

So just to wrap up, I think between progress reports and the survey data, what we see is that CCI is reaching a diverse community of children and families and achieving positive results. Kids have high-quality, stable care over time. Families are having reduced financial stress and increased financial support for their other financial obligations. They have more than access to high-quality care for their children and they are satisfied with their experience in CCI.

Similarly childcare providers reported high satisfaction with their experience and they are using their income toward increasing and maintaining their quality.

A couple areas for improvement as we noted earlier, some of the demographic data collection on who we are serving wasn't as complete as we would like to see so we will be trying to figure out how to problem solve that with our CCR&R staff going forward. And then parents and childcare providers each in the surveys had some ideas for quality improvement going forward. For example, some providers indicated that their involvement in CCI hasn't changed their ability to serve children with disabilities. Couple of parents chimed in that as foster parents, they would like reconsideration of how the income limits are sort of set for eligibility for CCI because it might

change their ability to better support their children and foster children and access childcare. Just some additional places for ongoing work.

With that, I think happy to take questions or I can invite our two guests to come to talk to you and collectively the three of us can answer your questions. Do you have a preference?

Deb Johnson: I am Deb Johnson. I am the coordinator for CCI program.

Christine Waters: I am Christine Waters, the director of the Community Childcare Initiative.

Waters: Thank you for inviting us all together today. I am sharing the program. As Meg went through, I think one of the most compelling things about this program it was one of the very first times that we holistically looked at continuity of care for children. We really spent some time thinking about how to set that up and that it's not simply just providing more money. So it's a matter of supporting providers, allowing programs to have their full rate and run a childcare business as well as supporting parents to pay a percentage of their income versus a co-pay. So as incomes are lower, or higher that percentage allows that to skew in a more reasonable manner.

Aside from the holistic view, I think something else that's really allowed us to do a deeper relationship with ERDC. Locally we have wonderful contacts. DHS caseworkers remain a pretty high volume of referrals for the program. So often case workers know when a family can't afford their co-payment. This is an avenue they can able to support their families. They say, do they qualify? Can we give them a little extra? Deb is going to speak more to that and the real stories she's hearing on the phone are from parents every day.

The long-term relationship we are able to build with programs through this, and those quality improvements have been very important from a business perspective. Again going back to the idea that in order for children to maintain in care we have to have providers that can remain in business. Those long-term relationships have helped us set goals and as Meg mentioned about the Spark revision at the state level has allowed us to instill a sense of quality improvement. And reminding programs every year we need to set goals, every couple of months we need to do check in, how we are doing, how our families are experiencing our programs. And we have been able to do that.

Additionally I would say CCI has also helped us leverage funds. Very recently Baby Promise rolled out from the state. And because we already were set, we knew how to subcontract with providers, and then CCA allowed us to have a very nice transition program. Baby Promise is a state initiative with infant toddler contracted spots. We were awarded 74 slots in Multnomah County. And our transition plan is very simple. When they age out of Baby Promise, they can then come into CCI. So a family is experiencing childcare at no cost and then they are able to graduate up to the 10% cost instead of having to go from no cost to paying the full rate. That was an advantage to us.

The design of the CCI has also influenced the design of Baby Promise in the sense of how you contract with providers, how you work with insurance, what kind of insurances are appropriate for family childcare. And that's an ongoing process as the pilot rolls out. Thank you very much for your consideration.

Deb Johnson: Hi. I am the person that parented call on the phone when they need help. And the stories are incredible. And there's often tears or ranting because that unexpected hit how much childcare is going to cost is just, I know what that feels like to have an unexpected financial hit.

How am I going to do this? So we get families referred by DHS caseworkers, by ERDC caseworkers. 2-1-1, other families, and friends recommend it. Most of our families - most of the programs we get on board are because a family is at a childcare provider that they're happy with, and they've been with and they are comfortable with and have a relationship with. But they find out that their co-pay is going to go up \$100 or they got a new job and the co-pay is going to go up several hundred dollars. That's when we get the call. We want families to be able to stay in their own communities and with people that they have a relationship with already. So if the program is eligible, we can get them on board. And that's how we've on boarded quite a few of our programs is by parent interest I did.

I did just a reality check for myself about how much childcare costs. I don't have any children. A single parent - mom or dad single parent, with two children making \$4,000 a month does not qualify for any benefits whatsoever from the state. If they found a childcare program for their toddler and their preschooler, the cost would be \$1,000 for the preschooler and \$1440 for the toddler. And if their rent is \$1200, that leaves them with \$660 a month for everything else when they don't qualify for food stamps or health care or any of those other things.

The reality for our families is a family of two making \$2,600 a month would have an ERDC co-pay of \$581, and that's gross. So they're taking home a much less than that. With CCI, their co-pay would be \$260. And that's making the future minimum wage of \$15. We have a lot of people at that level. A lot of our families make \$12.50 an hour. One parent, so that comes to \$2,080 a month. With ERDC their co-pay would be \$387. And with CCI it's \$208.

Families are faced with not being able to accept a job, sometimes. They find a job, they're so excited to have a job but then they hear what their co-pay is going to be. And they call me on the phone, I can't take this job because I can't afford the co-pay. I haven't been working. How am I even going to pay -- my rent this month let alone a childcare co-pay? So they're so relieved we will be able to help them. And reduce that co-pay, sometimes pretty significantly.

And I frequently hear about the cost of rent that their co-pay just rent up and their rent just went up and how are they going to be able to afford all of that? Some might get a small raise and their co-pay may go up by a couple hundred dollars, but what they are taking home doesn't go up \$200. They're even more in the hole.

When they call and are really upset they are saying I have tried so hard and everything I do to get improved and get a raise, I feel like I'm just getting smacked down again because now I'm either further behind even though I have more income, I may have lost my, some of my food stamps and it's not a dollar per dollar amount that they're losing in benefits versus the increase in pay. If that makes sense.

Early on we had one of our first families, the childcare provider was about ready to go and try to find some coats for the kids because they didn't have warm coats for the winter. And after the mom got the CCI help, the provider said the next month, the kids came in new coats because the mom as able -- was able to afford coats for their kids.

One mom, we were only able to help her with about \$40. We paid the overage to the childcare provider. She said that's a tank of gas for me and that's a big deal to not have to worry about that one tank of gas.

And one mom called and said, my child is going to learn now. She found a new childcare provider from where she was. She wasn't unhappy where she was but the new place she really felt like "my child is going to learn now." she was so thrilled about that.

We had another mom who was, had been in recovery and had been looking for a job. Her child was in foster care. And she was at the point where she had the job. She found the childcare. She got ERDC but the co-pay was too high for her. So her caseworker, DHS, ERDC, the childcare provider, and CCI all worked together. She got her co-pay reduced so she could afford childcare. There was the last piece before she got her child back. She got her childcare and the next week her child was back in her custody.

I think CCI opens up more possibilities for families because they have more options for childcare. They don't have to settle for a program that just charges what ERDC will charge. They have more options to go to any program. Because they're only paying 10% and CCI will pay the overage which is we all the amount that's higher than what ERDC will cover.

If the childcare program raises their rates, the families don't have to worry because CCI is going to cover that as well. And I think like you were talking about, it provides more stability for the children. They can stay in childcare. If the parents loses their job, ERDC now allows them several months to stay in childcare on a zero copay. So we can keep them on CCI. When they have a job, we can look at their income and help them paying just 10% of their income so kids aren't coming and going as much as they used to.

In ERDC, children are allowed a certain number of hours on ERDC. And then ERDC will pay that rate based on if they are full time or part-time hours. If for some reason a child because of illness or parent schedules doesn't make the full-time hours, the provider can still collect for the full-time hours. Which helps them to be more stable. And the childcare programs, Meg was mentioning about hiring staff, those goes right down to the staff being able to have more dependable hours, too. And their income to be more dependable. I think that's it.

Thank you for the opportunity -- I get these calls every day. And I just feel so for the parents, that are trying to work, they want to work. And the system makes it impossible for people to work sometimes.

Wheeler: This is great testimony. I appreciate it, Deb, and Christine and, Meg, you, too. I was here for the early iteration of CCI. It's really gratifying just to see how it's helping people and hear your stories about how it's helping working families gain access to good quality childcare. And it's nice for the parents to have that sense of confidence that their children are receiving quality and safe childcare as well. I really appreciate the fact we have worked hard through this program to work with various communities, diverse communities out there, networks of community providers that are culturally specific. That obviously is showing good results. So this is a really positive story for PCL and I appreciate you being here today and sharing some of that testimony.

I can tell you're passionate. No, I can tell you're really passionate about it and it shows in the results.

McElroy: Thank you. Do you all have questions for us before you tee up a recommendation and some decision points?

Tripp Folsom: Is there a big wait list for the program? That's my main question.

Johnson: We don't have a wait list right now. We have had a wait list in the past. Right now we don't. We are carefully watching the budget as we get to the end of this grant cycle. So as people are calling at this point I'm saying we need to find out what our budget is after each contract that we do to make sure we have funds. We don't want to have to cut anybody off before the June 30th. So we're keeping a careful eye on that. Right now we're continuing to take applications and process them.

Wheeler: Do families need to work through a provider? Can they go directly to you?

Johnson: I have parents call me directly. And that's how we get new providers is that they're at a childcare program, they haven't heard of CCI, and the childcare provider maybe has never participated. They've all been invited. But maybe if they didn't have any families that had ERDC, that they might not have participated before. But this they know their families are going to get the help they are usually willing to go through the application process.

Wheeler: It sounds like a great program.

Vega Pederson: I just love hearing about this program. It's incredible and I think especially the fact that CCI providers only 5% of the total number of licensed providers but they're 18% of those participating in spark really speaks to the power of having some kind of additional subsidy or help. And I think that coaching and, you know, navigation with the system to help providers really do those quality improvements, that that make a difference, you know. And make a difference not just for the kids participating through CCI but through all the kids that are at that program. So this is exactly what we want to do. Thank you for all the work that you do on this. It's been great to work with you. As we talk would about the preschool for all stuff, too.

One of the questions that I had that we have dealt with as we were looking at that is, for Multnomah county specifically, you are looking at, up to 200% of the federal poverty level. We found that that is just, there's so many families that are still left out there. Even though we may not have a waiting list right now, because childcare is so very expensive, looking at self-sufficiency standards for families and how the cost of care, toddler care, cost of preschool is a lot. Have you looked at that at all in terms of the need for this program?

Waters: Yeah. I think oftentimes I will hear Deb on the phone. Someone could be \$100 over 200%. I think a lot of people in that bracket don't even reach out for help. Because there's just nothing there beyond the 200%. To live in Portland, it's really challenging to live in Portland and be at that level. So I think a lot of people are outside of city limits. That are also in the area. But, yeah, that would be something we would love to look at.

Wheeler: So do you have any other questions? Meg, I show on my agenda we have a vote. Specifically what are you asking us to vote on?

McElroy: I am asking to you vote to renew investment in the community childcare initiative at \$5.1 million over three years - July 1, 2020 through June 30, 2023.

Wheeler: Is that current service level?

McElroy: It is current service level plus COLA.

Wheeler: Colleagues, any thoughts on that?

Hornecker: Yes and yes.

Tripp Folsom: Yes.

Wheeler: All right. So it sounds like you are making a motion.

Hornecker: So moved.

Tripp Folsom: And I will second.

Proposal: To renew funding for Community Chilcare Initiative for an additional 3 years for \$5.1 million from July 1, 2020 through June 30, 2023.

Vote: All in Favor

Wheeler: It's unanimous. Thanks again. Thanks for your great work.

Next according to my agenda, Lisa is coming back up. And she is going to talk about quality improvement training and technical assistance for grantees before we discuss and eventually vote on this initiative. Good afternoon.

Quality Improvement, Training and Technical Assistance for Current Grantees

Pellegrino: So I wanted to take you again a little history because I'm looking at community members who were not here when we made the initial plan. Mitch might be the only one who was there then. Back in 2015 when they were additional revenues the committee voted to put half a million dollars into supporting quality improvement efforts that included training and TA as well as other things aimed at essentially people doing continuous quality improvement, whatever the method might be. So in allocating those funds we put a couple of plans before you which this body approved in late 2015, early 2016. Those efforts have been continued for the remainder of the initiative.

The primary things that were invested were in the quality intervention primarily aimed at after school and mentoring programs. It's a system adopted by the state of Washington as well as used throughout the country. We have many programs that have used that for four years running. That's been continuing all along. In addition, we invested in training around reflective supervision, workplace wellness and early childhood positive behavior supports. Those were primarily aimed at early childhood, child abuse prevention, and foster care programs serving young children. It's focused on culturally responsive and trauma informed practice for program staff. And also on building supervisor skills for reflective supervision.

We also invested in something called Project Impact and the Listening Lab. So again some folks here have heard people talking about this. So Mitch may remember. That's basically a project that teaches call qualitative approaches to program staff and supervisors. To be able to assess their impact and used specifically for program planning improvement. It's done in an iterative cycle and they use their findings to create the program improvement plan for next year.

Last, we have done some investment in ad hoc supports, things like supporting conference attendance or specific kinds of training that are only one-time or two-time in specific program areas or for specific groups of grantees. We surveyed needs and talk to them once a year about what needs are in that regard. Those are the things that have been supported thus far. We have come to you with approval for those and that was in the past.

What we are asking for today is to add one additional thing for 2020. This is using the funds that were allocated in 2015. And we would like to support another cohort of the Community Education Worker training. Which is a training that was developed using a system partner grant that this body funded previously.

The Community Education Worker training was a program that was developed, piloted and developed here locally. It was modeled on the community health worker training and program in the state. And it focuses on teaching, this was particularly adapted to focus on early childhood support, particularly around, people going out to be home visitors. The training focuses on social determinants of early health and education; elevating the family voice; developmental screening and home visiting skills and on system change effort. It's also advocacy oriented.

It's been recognized in the state system - the state professional development system that you were hearing quality improvement, is the Spark system. The ORO (Oregon Registry Online) is the registry; that allows people to get training that allows them to move up the professional development ladder. The CEW training has been recognized as a training one can take to help advance up that ladder. So it was a successful pilot in that sense. And last, it specifically focuses on methods and practices by communities of color to serve children in their communities. So it's very much of a listening and modeling type of training. It was really successful the first time around. Meg can answer more questions about it. I won't attempt to do that if you have questions.

We would like to offer that as a training again this spring with the remaining funds in the quality improvement group of funds that you all approved back in 2015. So I will open that to questions first before we move on. Anybody want to know anything more about Community Education Worker training?

Hornecker: Lisa, I know there's myriad things that go into turnover. One for these high-stress programs. One of our original thoughts was some of this effort in training and especially the reflective supervision might positively impact turnover. And I know we've seen numbers and they were, it's just too hard to attribute it. When you talk to programs are you hearing that at least at the point of delivery they're feeling like this is helping them retain and enhance the work lives of their staff?

McElroy: Yeah. For the workplace wellness, absolutely. I know I can and I bet Lisa can take excerpts out of reports that grantees have sent us with very specific ways in which they feel that that training and that ongoing consultation on-site has been instrumental in their team's ability to keep doing really hard work in stressful times. And supervisors in particular recently this past spring, those consultants convened supervisors of color for a reflective supervision cohort. And there were a couple of supervisors who in their discussion in their year-end reports to us it was the first time they had met together, explicitly to talk about their experiences as supervisors. And the dynamics of culture and race that show up for them in their work. So it's achieving many ends right now. And I would say even though the turnover thing is still, it's hard to attribute turnover to any one

thing, as you said. And even though turnover is still a dynamic that our programs are experiencing, programs have also talked about how that support is helping them manage when they lose a really good teammate and how to keep morale going in the existing remaining staff and how to bring somebody new on board and kind of help them into the team dynamic. So, it may not be the answer we had hoped for mitigating some of our turnover challenges but I think it's addressing other issues that we didn't necessarily foresee when we put it in place.

Wheeler: Great. Are you going to ask us for a vote?

Pellegrino: Just wanting to make sure there's no objections. We have not formally voted, but wanted to check to make sure there is no objection to adding that to our training list.

Wheeler: I will do this since I forgot on this last item, is there anybody who wants to testify on this item? Is there anybody who wants to testify on the last item who didn't get to? Good. I'm glad about that. I don't hear any objections.

Pellegrino: Great. Thank you.

The last thing I'm just going for sake of making our numbers round there was \$7.1 million. You allocate \$5.1 million for the next three years. We will hold that \$1 million that you all, we just discussed for training and TA and quality improvement efforts. And we will come to you later in the spring with what we are imagining for the next time. We may also have to add to that as we get new grantees with different needs. We may need to change that plan or add to it. We will come with sort of the 2020 and beyond plan later in the sort of early stages of 2020.

But that does leave \$1 million unallocated. I want to make sure you have knew we recommend you hold that as unallocated in the noncompetitive category for this time period. For a number of reasons. One of which is to see what sorts, if there is any other systemwide type initiatives that cross multiple program areas because they deal with different ages or different subject areas you might want to consider. We have participated in differ funding collaboratives with others in town including sponsoring cohorts for the Center for Equity and Inclusion; working with a bunch of funders to try to support efforts to increase the number of trainings available for childcare workers that are not in initial or specifically directed to cultural communities. Efforts like that, we have joined.

I think we might want to consider is when the small grants manager finally gets hired, and when the program gets up and going there may be additional training and TA needs that might be on the front end before they are grantees of that fund. We don't know how that's going to go yet. I think it's wise to hold that for the time being and to be able after you do this competitive round come back and take a look at what some options might be. That's my recommendation on that. You don't have vote but I want to let you know why that's being held. For now. We will come back and talk to you about it again in six to eight months' time.

Wheeler: Good.

Updates

Hansell: Just a few updates to let you know the work that's been in progress.

Request for Investment in Competitive Funding Round

First regard, the competitive funding round, the request for investments went out on September 25th as planned for all six program areas. Staff held two preproposal conferences in early October. Had over 100 people attend those two conferences.

Applications will be due on November 20th. And we have been using the new process for written, any questions about the RFI are in writing. We received those via email. And then responses go out to the person asking the question and then a digest is published each week and also on our website or it's gone through email and also on our website showing all those questions and the responses so everyone has the same information. We also took questions at the two preproposal conferences and the responses to those questions also were published as well.

And then also related to the funding process, reviewer recruitment. We have been recruiting reviewers since July through social media, our website, our newsletter, email to our database, and also focused emails asking folks that we know to share the word with their networks and also ask them to consider being reviewers. To date we have accepted 90 people into our reviewer pool. We are anticipating needing about that many reviewers. We won't know for sure until we get all the applications in. We are continuing to accept sign-up forms, just to be able to best match reviewers with the applications that we do receive and also in the event that some people may need to back out from being a reviewer if they sign upped in July.

So then after we receive the applications in after November 20th, we will be matching those with the reviewers, working to get a balance of program area experience and knowledges as well as experience and knowledge in equity, diversity, and inclusion. So matching up those teams. And then we will be training folks in early December for their work as reviewers. That's an update on the review process as well as competitive funding.

And then as Lisa said, a small grants manager update. We are in the final phases of interviews. We have had two rounds of interviews so far. PCL staff and three community partners have been involved in those interviews. And then it looks like this week we'll have three interviews with the three finalists with an opportunity for all staff to be part of those interviews. And so as soon as those are done, we anticipate making an offer to the finalist.

Tripp Folsom: Great.

Hansell: Questions?

Tripp Folsom: When do you think that person will be hired?

Pellegrino: It's probably partly going to depend on how much notice they feel they need to give to their current employer. I'm not sure what that will look like. I'm hoping December. I was hoping November but that might be unrealistic. But I will cross my fingers.

Wheeler: Thanks for the update. We don't have any meetings scheduled of a of yet but there will be work behind the scenes on the RFI process and it sound like we will have a new PCL staffer joining the team in the very near future. So we are excited about that opportunity as well.

There will be a lot of work going on behind the scenes obviously, associated with both of these things, particularly the RFI and when a date is selected, that will show up on the PCL website as

well as the communications that are sent out. So stand by. We will be meeting again. And unless there's any other business, we stand adjourned. Thank you.

Adjourned 4:10 pm