

Thank you for joining  
the WI Preschool  
Development Grant  
Draft Statewide  
Strategic Plan  
Kickoff Meeting.

We will begin shortly.



**DRAFT**

# **Preschool Development Grant Statewide Strategic Plan Kickoff Meeting: Focus on Equity and Inclusion**

October 7, 2020 | 10:30 – 12:00pm



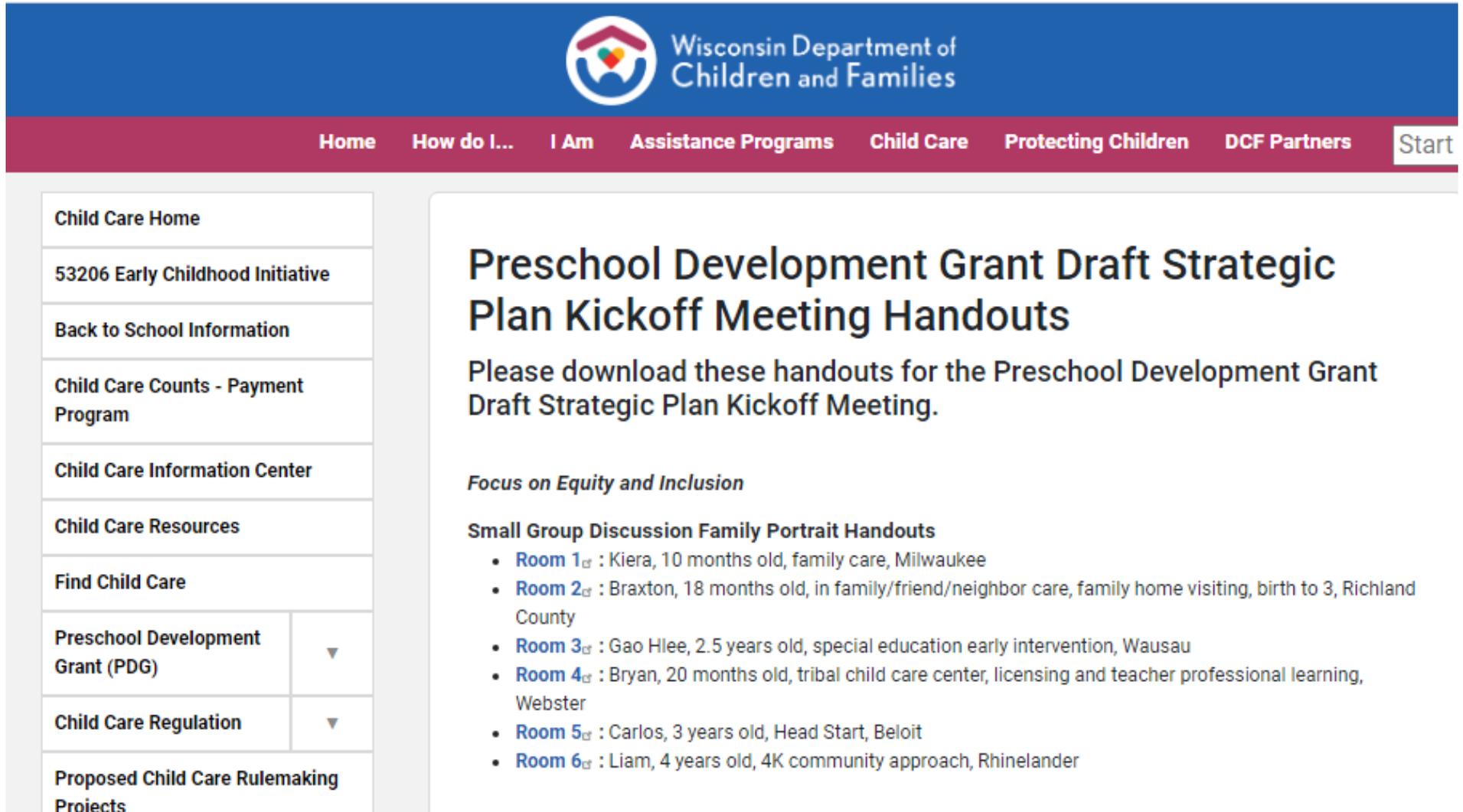
Wisconsin Department of Children and Families

# Agenda

- **Welcome**
- **Early Care and Education Landscape**
- **Video of Equity and Inclusion**
- **Reflections on Equity and Inclusion**
- **Small Group Dialogue & Debrief**
- **PDG Draft Strategic Plan**
- **Questions and Answers, Next Steps**

# Web Page with Handouts:

<https://dcf.wisconsin.gov/childcare/pdg/strategicplan/meetinghandouts>



The screenshot shows the Wisconsin Department of Children and Families website. The header is blue with the department's logo and name. A maroon navigation bar contains links for Home, How do I..., I Am, Assistance Programs, Child Care, Protecting Children, DCF Partners, and a Start button. The left sidebar is a white box with a list of links: Child Care Home, 53206 Early Childhood Initiative, Back to School Information, Child Care Counts - Payment Program, Child Care Information Center, Child Care Resources, Find Child Care, Preschool Development Grant (PDG) (with a dropdown arrow), Child Care Regulation (with a dropdown arrow), and Proposed Child Care Rulemaking Projects. The main content area has a white background and features the title 'Preschool Development Grant Draft Strategic Plan Kickoff Meeting Handouts' in large blue font. Below the title is a paragraph: 'Please download these handouts for the Preschool Development Grant Draft Strategic Plan Kickoff Meeting.' This is followed by a section titled 'Focus on Equity and Inclusion' and another titled 'Small Group Discussion Family Portrait Handouts'. The latter section contains a bulleted list of six items, each describing a room number, a child's name and age, and their care setting.

**Wisconsin Department of Children and Families**

Home How do I... I Am Assistance Programs Child Care Protecting Children DCF Partners Start

Child Care Home

53206 Early Childhood Initiative

Back to School Information

Child Care Counts - Payment Program

Child Care Information Center

Child Care Resources

Find Child Care

Preschool Development Grant (PDG) ▼

Child Care Regulation ▼

Proposed Child Care Rulemaking Projects

## Preschool Development Grant Draft Strategic Plan Kickoff Meeting Handouts

Please download these handouts for the Preschool Development Grant Draft Strategic Plan Kickoff Meeting.

*Focus on Equity and Inclusion*

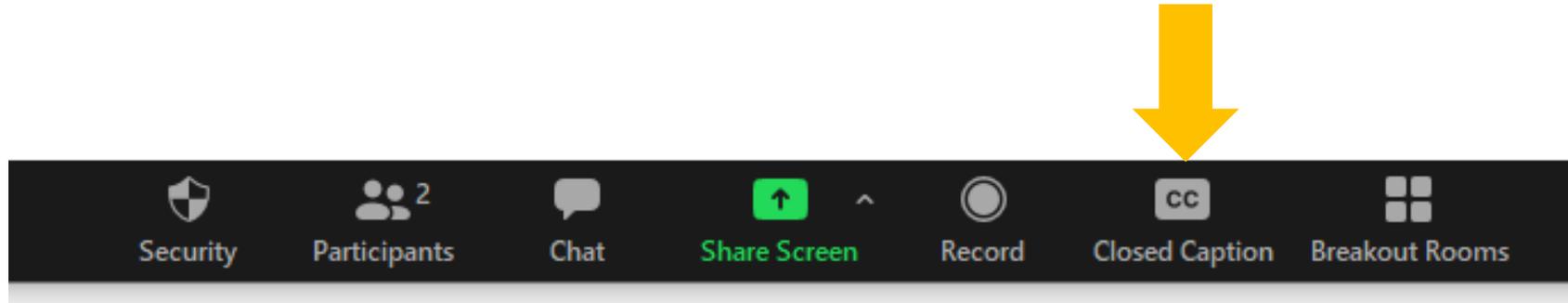
**Small Group Discussion Family Portrait Handouts**

- **Room 1** : Kiera, 10 months old, family care, Milwaukee
- **Room 2** : Braxton, 18 months old, in family/friend/neighbor care, family home visiting, birth to 3, Richland County
- **Room 3** : Gao Hlee, 2.5 years old, special education early intervention, Wausau
- **Room 4** : Bryan, 20 months old, tribal child care center, licensing and teacher professional learning, Webster
- **Room 5** : Carlos, 3 years old, Head Start, Beloit
- **Room 6** : Liam, 4 years old, 4K community approach, Rhinelander



# Closed Captioning Instructions

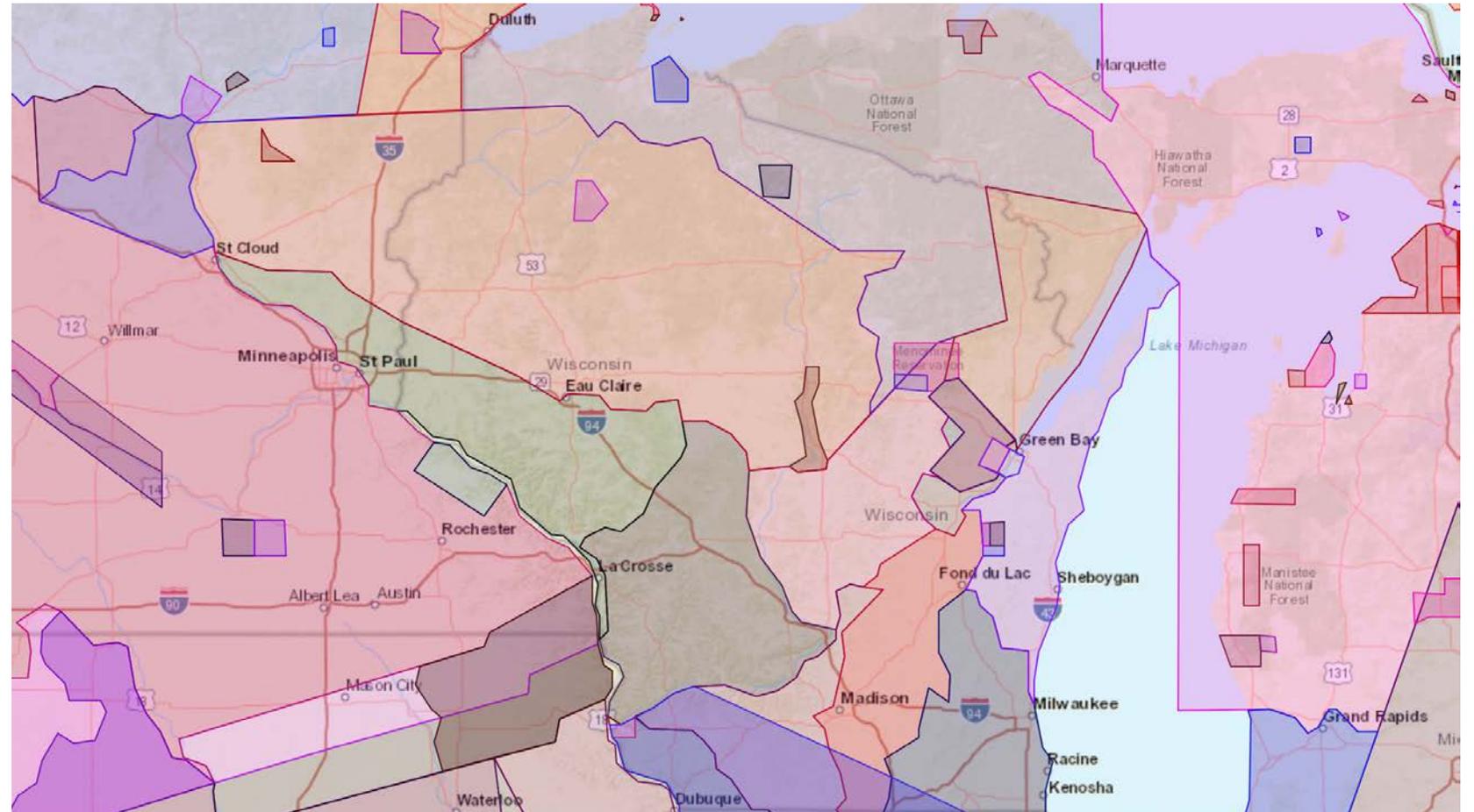
- If you are viewing the meeting on a **desktop**:
  - Click **Closed Caption** on the bottom of your screen and select **Show Subtitles** to start viewing closed captioning



- If you are viewing the meeting on a **Mobile app**:
  1. Tap the Settings icon.
  2. Tap Meeting.
  3. Toggle Closed Captioning to **ON**.

# Acknowledgement of Tribal Ancestral Lands

- Anishinabe
- Ho-Chunk
- Miami
- Menominee
- Peoria
- Potawatomi
- Sauk and Fox/  
Meskwaki
- Sioux



Source: <https://native-land.ca/>



# Welcome

Emilie Amundson, Secretary  
Department of Children and Families



Wisconsin Department of Children and Families

# Child Care Landscape

Erin Arango-Escalante, Administrator,  
Division of Early Care and Education



Wisconsin Department of Children and Families

# Our Purpose

All Wisconsin families will have access to high-quality, affordable, local early care and education opportunities



2023



# PDG Steps



- Step One: Shared mission, vision, and goals
- Step Two: Needs assessment and data collection
- Step Three: Review needs assessment results
- Step Four: Create strategic plan
- Step Five: Implement strategic plan and ongoing progress monitoring



# Wisconsin's Commitment to its Values of Equity and Inclusion

- All Wisconsin children will be safe and loved members of thriving families and communities.
- All Wisconsin early care and education professionals will engage in equitable, inclusive, and culturally and linguistically responsive practices.
- Wisconsin early care and education will actively work to undo systemic discriminatory practices that negatively impact children and families based on their identities (including race, ethnicity, and gender) or abilities.
- Collaboration and advocacy at the state, regional, local, and tribal levels will help to overcome all barriers to equity and inclusion.



# PDG Framework for Transforming Early Care and Education



# Video on Equity and Inclusion

*Two Steps Forward*

<https://www.youtube.com/watch?v=ZT1zCK7aX4k>



Wisconsin Department of Children and Families

# Reflections of Equity and Inclusion

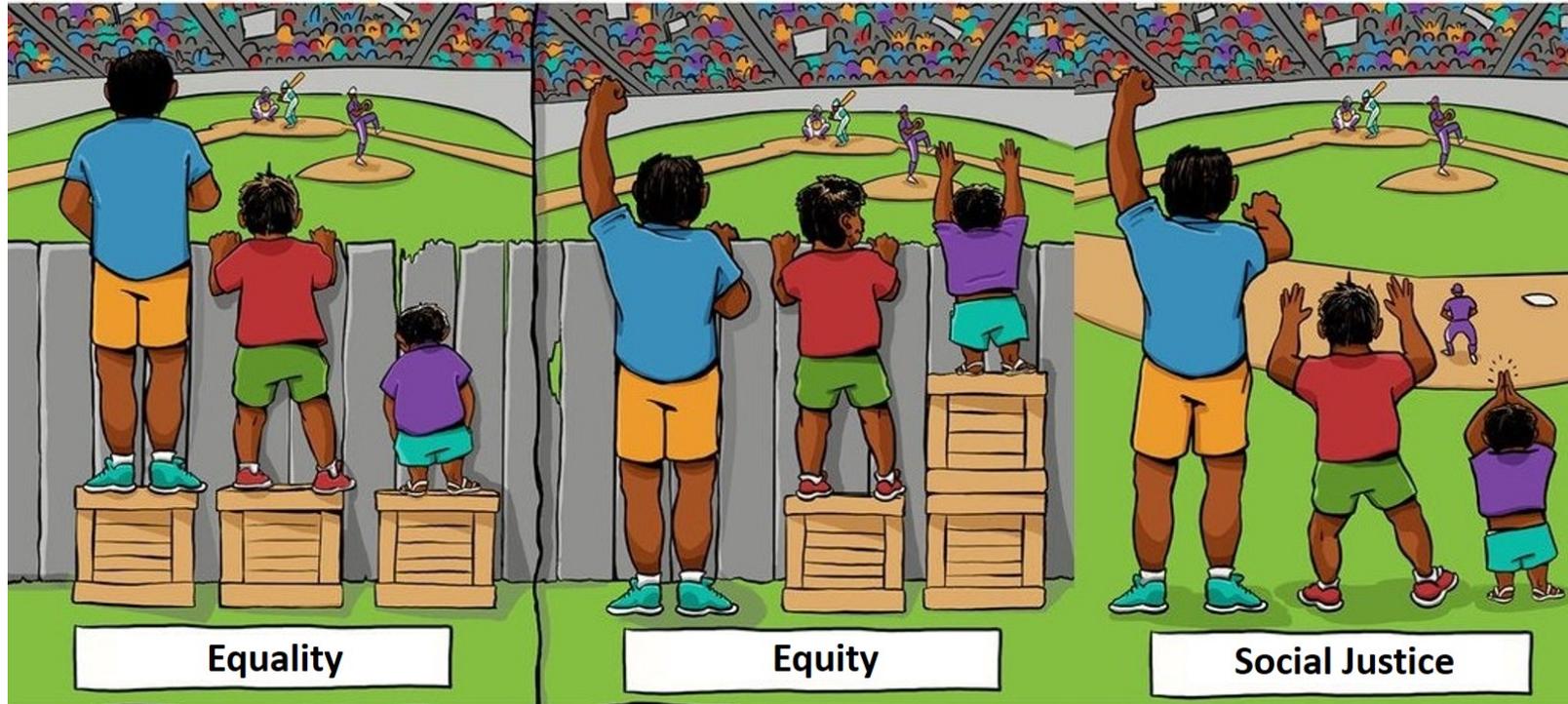
Bianca Shaw, Director of Office of Urban Development  
Department of Children and Families



Wisconsin Department of Children and Families



# Equity in ECE: Include everyone and give each child what they need to succeed!



**Let me briefly share my story...**



# How can you amplify the story or voice of another?

- Take the initiative to receive someone else's story or truth.
- Listen to receive, not to judge.
- Be sure to continually look back and pull underrepresented communities up.
- Uplift different voices by including more than the usual faces and voices around the table.



**Thank you for your  
time!**

“Not everything that is  
faced can be changed,  
but nothing can be  
changed until it is  
faced.”

- James Baldwin



# Small Group Discussions



Wisconsin Department of Children and Families

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Wisconsin Department of Children and Families

Home How do I... I Am Assistance Programs Child Care Protecting Children DCF Partners Start

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## Preschool Development Grant Draft Strategic Plan Kickoff Meeting Handouts

Please download these handouts for the Preschool Development Grant Draft Strategic Plan Kickoff Meeting.

*Focus on Equity and Inclusion*

### Small Group Discussion Family Portrait Handouts

- **Room 1** of 6 : Kiera, 10 months old, family care, Milwaukee
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# Breakout Discussion Orientation

- Each discussion room will have a DCF staff facilitator.
  - Please identify a reporter who can take a few short notes to share with the large group afterwards.
  - Please **mute** when you are not speaking.
  - If you called in by phone, dial \*6 to unmute.
  - Use chat to respond to the speaker at any time.
- 

# Discussion Norms

- Sensitive subjects may come up
- Be a strong listener
- Ask open-ended questions without judgment
- Seek to understand one another's experiences and beliefs



# Discussion Questions

- What challenges related to ACCESS have existed for the family (that were exacerbated by the pandemic)?
- What issues around AFFORDABILITY of early care and education are highlighted by this family's experience?
- What is this family looking for in QUALITY early care and education? What supports could be offered at the local, regional, or state level to help increase the QUALITY of services they receive?
- What WORKFORCE issues are highlighted in this portrait?
- What would EQUITABLE and INCLUSIVE early care and education look like for this family and other families like theirs? What can be done to make this reality?



# Large Group Debrief



Wisconsin Department of Children and Families

# PDG Draft Strategic Plan

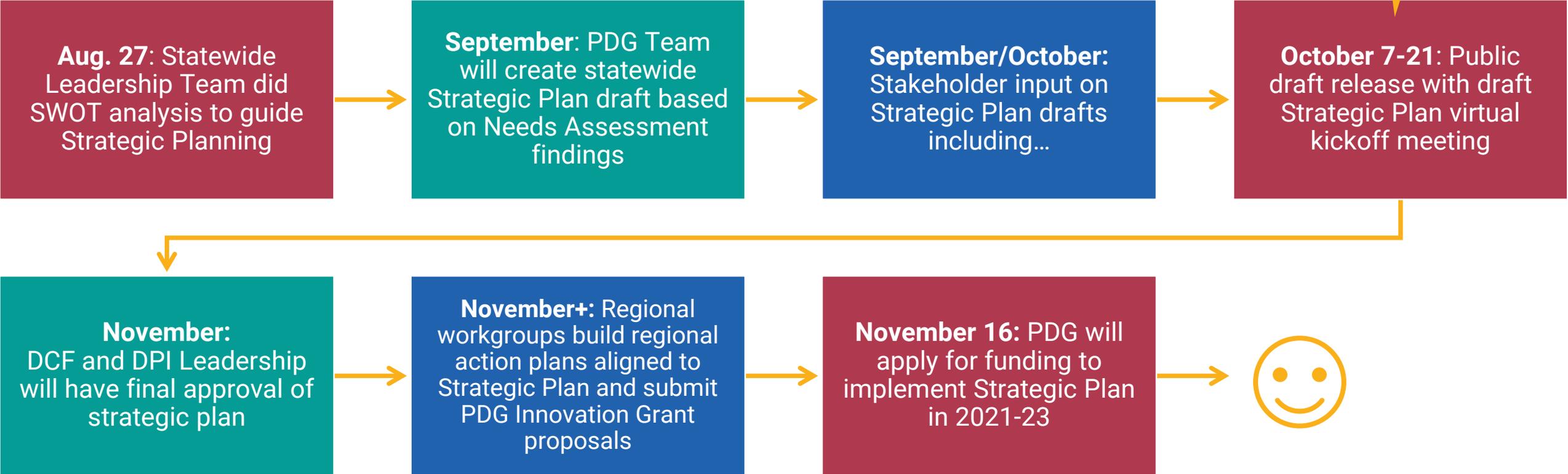


Andrea Cammilleri,  
Strategic Initiatives Advisor  
Department of Children and Families



Wisconsin Department of Children and Families

# Strategic Planning Process



# Strategic Plan Document Organization

Section	Description
Goal	These four statements are directly aligned to the framework components described in the previous section (Access, Affordability, Quality, Workforce) and are also intended to demonstrate the overarching commitment to the values of Equity and Inclusion.
Objectives	These commitment statements offer further information on specific outcomes we will pursue to meet each goal. They may be routinely measured to determine the impact of our efforts.
Strategies	These tactics and best practices will be pursued by DCF and a range of collaborating partners listed to take concrete action steps toward accomplishing each goal and objective. The strategy statements detail who is involved and what they will do to implement the Strategic Plan. There may be many strategies tied to each objective and some strategies may appear under more than one goal statement.
Progress Measures	These indicators describe the specific data we will use to evaluate our progress toward meeting the goals and objectives. They will be directly aligned to both the objectives and strategies.



# DRAFT Statewide Strategic Goals

- **GOAL 1:** Wisconsin children and families will have equitable ACCESS to early care and education opportunities.
- **Goal 2:** Early care and education will be AFFORDABLE for Wisconsin families, including vulnerable and underserved populations.
- **Goal 3:** Wisconsin early care and education will be high QUALITY and responsive to all families' needs.
- **Goal 4:** The Wisconsin early care and education WORKFORCE will be diverse, fairly compensated, supported, and sustained.



# Example Global Strategies

- All state agencies will collaborate on the Governor's Leadership Council on the Early Years to identify areas for collaboration, resource allocation, and advocacy within their work.
- DCF will develop models and implement communication campaigns to promote local partnerships that would increase innovative partnerships and non-traditional collaboration and in turn, increase the availability and reduce the price of early care and education for families.
- State, regional, local, and tribal ECE partners will collaborate with K-12 education systems to ensure young children are well-prepared for K-12 education, based on shared philosophies, strategies, and coordinated work on priority initiatives.



# Examples from Goal 4: Workforce

- **Objective:**
  - Engage in proactive measures to recruit diverse new professionals to enter the field of ECE and foster their advancement into leadership roles, including people of color, males, and parents of young children.
- **Strategies:**
  - DCF will offer funding to support signing bonuses for new teachers working in priority communities.
  - DCF will support high school, college, and career guidance programs with information and materials to promote early care and education career opportunities.
- **Progress Measures:**
  - Seek increases in reported wages, benefits, job satisfaction measures
  - Seek increases in workforce demographics for new professionals, people of color, males, etc.



# Give us your Input!

1. Watch the video.
2. Read the Strategic Plan, take notes on your reactions to each section.
3. Complete the survey by October 21.

<https://dcf.wisconsin.gov/childcare/pdg/strategicplan>



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Get Involved in PDG
LCEY - PDG
Opportunities - PDG
News - PDG
Strategic Plan - PDG
Resources - PDG
Sandbox - PDG

## Preschool Development Grant Birth Through Five Statewide 2021-23

The Preschool Development Grant Strategic Plan is Wisconsin's plan for early childhood education to achieve our purpose of ensuring that all Wisconsin children have access to local early care and education opportunities. We need your input.

### Save the Dates

Due to the overwhelming response and interest in the October 7 meeting, we will offer a **second meeting on October 14 from 10:30 a.m. - noon**.

The kickoff meetings are entitled "Focus on Equity and Inclusion."

Anyone interested in or impacted by the field of ECE is welcome to attend. Participants will learn about exciting PDG work and be among the first to see the Statewide Strategic Plan for 2021-23. This meeting will include a discussion on ways that state, regional, local, and tribal activities can help us achieve improvements to support Wisconsin children and families.

**October 7 - 10:30 a.m. - noon - Registration is now closed.**

**October 14 - 10:30 a.m. - noon Register now.**

Please spread the word by sharing the October 14 meeting link.

The final Strategic Plan will represent ideas shared by stakeholders through the PDG Needs Assessment, and robust public input. The process below will ensure collaboration to achieve our purpose.



# PDG Regional Innovation Grants- Coming Soon!

**Purpose:** To fund local, collaborative efforts that expand ECE choices for parent and invest in preparing children for the transition to elementary school.

Ex. Seed money to start pilot a new program, incorporate Farm to ECE efforts in child care settings, hire a Family Navigator to support families with children B-5, etc.

- Application will be released early November.
- Multiple awards will be given.



# Questions





Wisconsin Preschool Development Grant

# YOU ARE INVITED

to the

## Statewide Strategic Plan Kickoff Meeting: Focus on Equity and Inclusion

October 7 and 14, 2020  
10:30am – 12:00 pm  
ZOOM VIRTUAL MEETING

Register and learn more at  
<https://dcf.wisconsin.gov/childcare/pdg/strategicplan>



We are grateful for your participation today!

Pinagigi Gracias Anushiik Miigwech

**THANK YOU**

Yaw^ko Waewaenen Ua Tsaug Migwéché

**Questions/Comments:**

[wipdg@wisconsin.gov](mailto:wipdg@wisconsin.gov)



Wisconsin Department of Children and Families