



New Mexico Governor's Early Learning Advisory Council (ELAC)  
Virtual Zoom Meeting  
March 11, 2021  
9:00 am – 12:00 pm

**Call to Order:**

Meeting was called to order by Barbara Tedrow, ELAC chair, 9:07 am.

**Welcome and Introduction:**

Introduction of the council (Zoom): ECECD Cabinet Secretary Elizabeth Groginsky, Division Director Claire Dudley-Chavez, Barbara Tedrow, Crystal Tapia-Romero, Elizabeth Beers, Olga Valenzuela-Zavala, Ray Jaramillo, Kimberly Johns, Alejandra Rebolledo Rea  
Josh Zapata – Interpreter  
Panelists – Jovanna Archuleta, Kimberly Brown, Andrea Fletcher, Jamie O'Malley  
Arra Carbajal – Excused - family emergency

**Establish Quorum:**

Quorum established by Barbara Tedrow at 9:12 am

**Approval of agenda and minutes:**

- Ray Jaramillo motion to approve minutes as written; Crystal Tapia seconds. All in favor. Motion passes.

**Legislative Session Update:**

*Claire Dudley-Chavez*

- We are now in the 2021 Legislative Session we are towards the end of a 60-day session. In a typical 60-day session there are 1200 bills introduced, there are now 807.
- As of this morning the house has passed 175 bills the Senate has passed 102 bills, Governor Michelle Lujan Grisham signed 6 bills.
- ECECD focused on House Joint Resolution 1 permanent fund for early childhood proposed constitutional amendment sponsored by Senator Maestas and Senator Martinez this has passed the house, schedule to be heard this afternoon as a discussion item in the senate finance committee and on the senate floor, does not require signature by Governor Lujan Grisham making sure we have additional funding and support.
- Second House Bill 222, sponsored by representative Elizabeth Thompson passed by House - 68 to 0. The bill establishes the office of the state Special Education Ombud Act. Helping families navigate special education in the public-school system in our state.
- Third Inaugural budget request, presented by ECECD as an agency, this is the first time a budget is presented at the legislative level.
- The two top budget requests stem from making sure we are ensuring a well diverse, well compensated, and well credentialed work force. Our budget request included 4.5 million to address workforce pay equity in New Mexico PreK community based teachers, 3.6 million to build capacity of community education recruit to support bilingual and indigenous educators, 3



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million to provide additional services to 17,700 families for Home Visiting and extend Families First 1.1 million to support family infant/toddler rates and program growth, expand Early PreK and mixed age PreK slots, half day PreK slots to full day PreK slots.

- HAFC puts together the state budget which is now a 7 million budget, FIT asked for 1.1 million increase HAFC put together a 600,000 increase, in public PreK and private PreK provider work force amendment to increase provider pay. We are confident to get this support.
  - **Question:** Is there any funding for PreK summer programs?
    - **Response:** Last year we had Jump Start, we do plan to offer it this summer. This will be funded through the GEER (Governor Education Emergency Relief Fund), it is part of the Federal Stimulus for the summer Jump Start.

**Native American Early Education and Care Update:**

*Jovanna Archuleta*

- Sowing Seeds Workshops- some ideas were how to launch these workshops as webinars?
- Collaboration on language immersion and revitalization in early childhood.
- We plan on kicking off our series March to June. In partnership with SIPI we have 10 pueblo women who are working to earn their AA in early childhood, we continue to work with LANL foundation.
- SIPI will offer another opportunity to obtain AA in early childhood, we would need to see a Certificate of Indian Blood.
- Mileage stipend, Wi-Fi stipends, supply stipends are offered with this as well, applications are due April 9th.
- Collaborate with PED to offer education equity in regards to tribal remedy framework to support Indian education.
- Government to Government consultation with the tribes, defining what consultation looks like.

**ECECD update:**

*Secretary Elizabeth Groginsky*

- If you are tracking the relief funds during the pandemic, the CARES funding we received last year FY20 it was the 29 million, CARES (Coronavirus Aid, Relief, and Economic Security Act, March 2020). We are prioritizing seven funding priorities to support families and children, first responders, early childhood professionals, and child care businesses as well as promote health and safety practices.
- Invested in Customer Call Center to help families find information and resources.
- Child Care Recovery and Stabilization Grants, Health and Safety supplies, Differential Pay.
- Tuesday calls questions form community, we will be rolling out inbound calls at the call center.
- We have some funds left of \$1,359,939.53.



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- In December 2020 congress passed CRSSA (Coronavirus Response and Relief Supplemental Appropriations Act, December 2020) funded 10 billion for childcare relief funds. \* New Mexico has received \$82,158,393 million in emergency relief fund for childcare.
- Focusing on staff wages, enhancing pay benefits and support, funding to provide copay and tuition relief, 300 centers temporarily closed, funds have had the flexibility to help at any income level providing child care assistance to essential workers without regard to income.
- ECECD has 5 strategic priorities, advancing a diverse well compensated credentialed workforce, SHERO pay bonus payments for anyone working in the field, \$1500 one time per person payment.
- We want to accelerate cohorts for AA degrees for 25 cohort students to get AA degree, 200 are degreed (September of 2023 to use these funds).
- Invest in our Professional Development System, build professional development information system.
- Increase access and quality: contracting for infant/toddler slots in four- and five-star centers, a contract (similar to PreK and Home Visiting contracts) that reads in maintaining an 85% enrollment that contract is paid on a monthly basis.
- Waiving parent copays for entire FY 2022; no limit on income, provide childcare to families above the federal poverty level.
- We allocated 2 million to invest in social emotional supports focusing on educators and children.
- Achieving Equity: Invest in childcare stabilization and business development focus on programs who have closed and need help to reopen we allocated 14 million for childcare stabilization and business development 8 million to childcare stabilization and child recovery grants, building a family childcare network and shared services. We found a vendor to enhance connection up to 500 childcare homes, registered homes to help them get licensed to give visibility through an online platform/tool support staff networks and shared services.
- Enhancing Authentic Collaboration: we need to hear community voices, what are the unique needs of our communities? We will be doing grants up to 20 communities \$150,000 annually to coalitions.
- We also allocated monies to support internal staffing, researchers, and evaluators to make sure we are tracking and analyzing the data and IT infrastructure.
- Our plan for December is relief funding, we will start looking what the new funding will be “The Center for Law and Social Policy” estimated that New Mexico will get around \$320 million which will then go to Childcare Stabilization \$197 million and \$123 million will go to Childcare Development Block Grant. We want to use these funds as they are intended to be used from the Federal government to support our state-wide strategic plan.
  - **Ray Jaramillo** – I really want to thank Secretary Groginsky and her team. After two and a half decades in the field we are being treated as professionals and we have a



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voice. We made a huge jump, it really takes leadership to make things fall into fruition. Putting money into the pockets of those that are in the field says a lot of where we are going in the early childhood profession. Waiving copays families are appreciative. Can you tell me more about the copays?

- **Secretary Groginsky** – We are using FY21 budget to waive copays for the rest of fiscal year and all of 2022 as well.
- **Crystal Tapia Romero** - Thank you for the hope and for moving forward infant/toddler care. We fought for decades and it's making progress in our industry.
- **Secretary Groginsky** - I will let Governor Michelle Lujan-Grisham know how you feel.

*Secretary Groginsky:*

- CCDF (Child Care and Development Fund State Plan), Tri annual, kicking it off today is Alejandra, Child Care Development Fund Administrator and Kim, our co-administrator.
- We need to think of our babies and when we talk about the CCDF plan. How are you coordinating with Medicaid? With Women, Children and Infant programs? With workforce solutions? What are our shared goals? We know that when we make those early connections they will be in a better place, the babies and the state, as a whole.
- Child Care Assistance Plan. Mission: to ensure equal access to high-quality, healthy, safe, and supportive child care environments. This plan is a plan for ECECD Early Childhood landscape as we think about our work force we need to support our workforce; how are we going to support these professionals and the families? Especially those families in poverty and connect to resources, concerned that a child has a safe and healthy environment essential to long-term outcomes.
- Our next plan FFY 2022-2024 will run from October 1, 2021 through September 30, 2024. The plan has eight sections:
  - 1) Defining leadership and coordination – stakeholders' participation in the development of the plan and authority to make policy decisions and changes.
  - 2) Promote Family Engagement through outreach – how child care related information is communicated to parents and how providers and agencies support parents.
  - 3) Provide stable child care financial assistance to families – Eligibility policies for subsidized child care and continuity of care.
  - 4) Ensure equal access to high quality child care for low-income children – ensure that low-income children have access to high quality care
  - 5) Promote standards and monitoring processes to ensure the health and safety of child care settings – Ensure the health and safety of children in licensed child development facilities.



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- 6) Recruit and retain a qualified and effective child care workforce – develop a competent, skilled, and stable child care workforce.
- 7) Support continuous quality improvement – improve the quality of child care services and increase parental options for accessing high-quality child care.
- 8) Ensure grantee accountability – accountability measures to ensure program integrity and identify fraud or other program violations.

Stakeholder grant begins today

January – March 2021 Conduct stakeholder engagement

April – May 2021 – Community sessions, public meeting in May

June 2021 – Final reviews and approval of State Plan

July 2021 - Post final CCDF State Plan on ECECD website

Stakeholder groups: providers, advisory groups, partner agencies, local governments, and tribal partners.

- Questions if time allows, any other suggestions in approving intercommunications:
  - **Barbara Tedrow** – A suggestion might be including an invite to any legislator to be invited.
    - **Secretary Groginsky** – Local governments have to be consulted, that they know about these events.
  - **Olga Valenzuela-Zavala** – I was looking at the list, school for the deaf and blind are not included here. Invite them to be in the conversation, we meet 3 times a year. Next one will be in May, I can make the connections.
    - **Secretary Groginsky** - If it's in early May that would be good timing with Claire and her team to get this on the list.
  - **Angela Redondo** – Superintendents of schools to be included on this list as well.

*Secretary Groginsky:*

Jeanna Capito and Simon Workman are the cost study leads, who will talk about the Cost Estimation Model. New Mexico is the only state asking to do this model.

Jeanna Capito: Cost estimation Modeling

- Child Care: This is to help inform their rate setting, two ways to do this, one is a Market Rate Survey and in 2016 reauthorization of this option was added Cost Estimation Model (July 2020). States are required to assess the cost of delivering high-quality services and then use this data to inform rates for subsidized child care every three years. Why New Mexico chose the Cost Estimation model?
  - One primary reason is setting the rates via the market rate would work in a market where consumers could afford the true cost of child care. It becomes an equity issue



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depending what can families pay. Families in lower income areas are often charged lower rates for child care and then receive a lower rate for their subsidy payment.

- This suppresses the quality in lower income areas because they don't have the capacity or building revenue to support the hiring of staff that are more qualified by offering them higher salaries.
- What we proposed to do to move from the market rate, is to use a cost modeling approach. Price reflects what the market can bear, what families actually pay, cost reflects the actual expenses a program incurs to operate.
- Cost Estimation Model also identifies the gap between costs and revenue sources. Variances at levels of quality – reduces ratios for all or for younger age children, staff qualifications, time for activities beyond what regulations require.
- Model options – Full day, full year, child care modeling home based and center-based settings, nonprofit/ for profit, level of quality. Exploring the model: Ratios and groups size, professional qualifications, compensation, health insurance for staff.
- Salaries that are assigned for each individual title are in place and what is required in the standards.

*Jeanna Capito:*

- Professional supports – what is required for annual trainings, plan and release time assigned hours each week that allows each program to supply this piece and intentional leadership. Preliminary Analysis – scenarios we model center based (program paying gross receipts tax) and family childcare.
  - **Simon Workman** – These numbers are run at the salary levels of the \$10.50 range. Monthly Cost per child by Star level, in this model you have two teachers in each classroom, except for the infant/toddler classrooms.
  - **Crystal Tapia** - I don't remember if you took in account transportation for students?
  - **Simon Workman** - We did not see this in data collection for transportation should there be cost for this on school age side. Should there be cost put in there for school age side? School age is a bit more complicated how schools' budget for school age. We ran similar numbers for family child care cost, you do pay a different subsidy rate for different age children in a child care.

*Secretary Groginsky:*

We will have modeling for different scenarios for family child care, it is shocking what we know about our industry, we are not giving vacation days, retirement, and salaries that are so important to them and their own families. We need to get to the place where we pay for quality care, the model also shows continuity of care, if there are 2 children or 20 children the teacher keeps same pay.



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**Secretary Groginsky:**

Next Steps

- Engage community and those impacted, child care, resource and referral, public meetings what you experience everyday as a provider.
- Final report made available on our website. Age, average cost, quality of levels, our goal is to use this data to inform our rate setting and go into our public comment period and then to CCDF plan which is due June 30<sup>th</sup>.

**New Mexico Disaster Preparedness and Response Plan:**

*Alejandra Rebolledo Rea*

- This plan was developed in 2016, Federal government that we are using childcare funds, we updated in 2019 with current plan, we never imagined this emergency of this magnitude.
- Develop frame work in the event of an emergency what you can expect from the government and other agencies.
- The plan was developed and applicable to our state. Made sure that our plan reflected New Mexico and the uniqueness of programs, also make sure to comply with federal and state requirements, plan has to have 5 key areas of the Emergency Preparedness Plan:
  - 1) Planning for Continuation of Services to CCDF Families
  - 2) Coordinating with Emergency Management Agencies and Key Partners
  - 3) Regulatory Requirements and Technical Assistance for Child Care Providers
  - 4) Provision of Temporary Child Care Services after a Disaster
  - 5) Rebuilding Child Care after a Disaster

We had no idea what we were faced with, today marks a year, paying providers for families, we were able to pay essential workers, healthcare workers, emergency personnel, we waived copayments, opened satellite facilities, deploy PPE, food and resources to the communities, started provider communication with Secretary Groginsky, health and safety guidelines were developed, FFN program, we had a plan laid out when the monies came in.

*Kimberly Brown - Next steps*

- Currently in the revision process of what we learned during the Covid-19 pandemic and implementing and revising our plan and clearly outline our plan.
- How we can improve our plan and finalize it by March 16, 2021?
  - Alejandra Rebolledo Rea - We will be getting input from different entities to plan and have something that reflects our current emergency.

**Family Support and Early intervention:**

*Mayra Gutierrez*

- Our department is going over projects we are working on: Home Visiting, ECHV Medicaid Expansion workgroup, re-release of grant applications, Cost Study, FIT (Family Infant and



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Toddler), Hosting Family Engagement sessions, in-person guidance and Families FIRST Telehealth Case Management Services, Nurses administering Vaccines and COVID -19 testing.

- Barbara Tedrow - When considering rates versus child enrolled to Home Visiting.
- Mayra Gutierrez - Programs see multiple children in one household, but being reimbursed as a family rate.
- Secretary Groginsky - Those things will be considered in the cost study.

**Regional Education Cooperative:**

*Andrea Fletcher*

- We are in our second phase child care re-entry project, a collaboration between ECECD, PED, Southwest Regional Education Cooperative and the RECA.
- Our project has 3 buckets: Information Gathering – ask focus group questions and document stories, mental health issues, feeling undervalued, financial difficulty, concerns from parents were lack of hands-on learning technology issues. Community Collaboration and Sharing Information.
- Best Practices – Teachers reaching out to students and parents, predictable schedules.
- We have to look at broadband funding, creating collaboration communities on special education support and social emotional supports.
- Ideas to explore – expanding eligibility for assistance during hybrid, substitute clearinghouse with portable background checks, ways to ensure transition between early education and kindergarten.
- Our teams next steps, we are awarding mini-grants of \$2500, we are sharing information for help with assistance, creating partnerships, identify centers and districts that want to partner. [afletcher@swreconm.org](mailto:afletcher@swreconm.org)
  - **Secretary Groginsky**- Thank you for the learning Andrea.
  - **Barbara Tedrow** - This collaboration of utilizing the regions is amazing, and how we can help each other and get word out about child care assistance. Maybe call families in the elementary schools like robo-calls via school districts.

**No public comment**

**Future Meeting Date:**

- **Claire Dudley-Chavez** - we will move forward to scheduling meeting for June 17, 2021  
Barbara Tedrow - Thank you to Secretary Groginsky to take time to be in the meeting.

Adjourn meeting at 12:02 pm