Children’s Cabinet

Executive Director:
Kelly Monson

Current Cabinet Members:
MDE – Commissioner Brenda Casselius
DHS – Commissioner Emily Piper
MDH – Commissioner Dan Pollock

Current Sub-Cabinet Members:
MDE – Asst. Commissioner Hue Nuygen
DHS – Asst. Commissioner Jim Koppel
MDH – Asst. Commissioner Jeanne Ayers

Interagency Leadership Team Members:
Formerly division directors and key agency staff. ILT is being currently being recalibrated to best suit the new Children’s Cabinet Structure

Note: In January 2018, Governor Dayton added the following agencies to the Children’s Cabinet and Sub-Cabinet:
• Department of Employment and Economic Development
• The Metropolitan Council
• The MN Housing Finance Agency
• The MN Department of Transportation

* Indicates Tribal/County/Local public, private, and/or philanthropic participation and/or partnership
Vision:
• By focusing on children facing racial, geographic, and economic inequities, all children in Minnesota will be born healthy and able to thrive within their families and communities.

Mission:
• Create an equitable system that supports pregnant and parenting families with young children. To do this families, communities, and government agencies will partner to eliminate structural racism and inequities that exist in access, policies, programs and practices.

• Note: In January 2018, the Children’s Cabinet formally adopted the Early Childhood Systems Reform Steering Committee Vision and Mission as its own.

Core Strategies:
• Engage public stakeholders to build energy & will for a strong state early childhood system, and to inform our work with both community-based expertise and research-based best practices.

• Build & advance a transformative vision for public investments & supports for Minnesota children and families, through a two-generation approach.

• Identify and pursue opportunities for greater alignment and coordination across agencies, with a focus on increasing the accessibility of state resources.
Early Learning Council

• **Vision Statement:** Every child deserves the opportunity to thrive. It is essential – for the child and the long-term prosperity of Minnesota – that young children are supported by their families and communities in achieving their maximum potential. In Minnesota, too many children start school unhealthy and not academically and socially ready to learn; too many start behind and don’t catch up. The opportunity gap in Minnesota is growing. Fortunately, research shows that investing in high-quality early childhood programs and services can close the gap and yield an extraordinary return.

• **Purpose Statement:** We share responsibility to provide a broad range of effective programs, services, family support and partnerships across Minnesota that promote the health and social, emotional and academic development of each child. In our efforts, we will reach across systems, cultures and geography to provide equal access to programs, services and support for all children and families, especially our most vulnerable children.

• The council will provide direction and advice to Governor Dayton, the legislature and other state leaders on early childhood issues including defining a unified network of public and private support services that prepare young children for success in school and life.
Results for Children (Children’s Cabinet Meetings)

Vision:
• Ensure all Minnesota youth thrive and are prepared to contribute to the World’s Best Workforce.

Mission:
• Eliminate barriers and create opportunity so that all children experience safe, stable, and nurturing environments and relationships – at home, at school, and in the community – and:
  • All children are ready for school
  • All children succeed from elementary school to high school:
  • Post-secondary education is affordable, accessible, and useful:
  • These outcomes are universal, regardless of cultural, economic, and geographic backgrounds

• Our Core Values:
  • Equity & Inclusion
  • Strong Families, Communities & Learning Environments
  • Strong Systems
Help Me Grow

HMG System Model:

• **Centralized Access Point**
A centralized access point that links families with young children to resources and services that address concerns about a child’s health, development, behavior and learning

• **Child Health Care Provider Outreach**
Child health care and education provider trainings to educate community partners about the importance of early detection and intervention

• **Family and Community Outreach**
Community outreach to build awareness and promote the use of Help Me Grow

• **Ongoing Data Collection and Analysis**
A data system to evaluate the Help Me Grow system and guide continuous system improvement

Structural Requirements:

- Organizing Entity
- Scale and Spread
- Continuous System Improvement

* Indicates Tribal/County/Local public, private, and/or philanthropic participation and/or partnership
Purpose: Direct service providers and state program administrators create a more effective publicly-funded system with whole families at its center.

1. **Align and Collaborate**
   Better alignment and coordination of existing public programs/investments across state agencies, counties, and with local sites.

2. **Invest**
   Bolster local implementation of 2-generation strategies and support innovations in and/or enhancements to whole family approaches.

3. **Evaluate**
   Learn from Align and Invest strategies through evaluation

4. **Engage and Communicate**
   Build broad base of understanding and support for 2-gen approach to policy and practice.
Vision:

- Minnesota will have a well-trained, well compensated early childhood workforce as a critical component to providing early childhood care and education that supports Minnesota’s communities and industry

Strategic Goals:

1. Raise base pay
2. Reward for quality (program level)
3. Reward for education (individual level)
4. Bring more resources into programs so they can pay better
5. Provide other resources to individuals (not base pay) to increase financial well-being

Approaches:

- Tax Credits
- Investing in Training and Education
- Loan Forgiveness
- Business Education and Shared Services
- Tying Compensation to State Funding and Quality Initiatives
- Wage Ladder
- Private Sector Support
- Career Pathways
- Increase Overall Funding for Early Childhood Care and Education

Recommendations will be made to the Children’s Cabinet and Governor based on approaches
The reform efforts will address inequity, identify strategies to promote and ensure health and racial equity in processes and systems as well as developmental outcomes for families with young children prenatal to age 8.
Contact Us

• Executive Director: Kelly Monson
  • Kelly.monson@state.mn.us

• Managers: Amira Adawe and Jennifer Moses
  • Amira.adawe@state.mn.us
  • Jennifer.Moses@state.mn.us

• Executive Assistant: Jasmine Carey
  • jasmine.carey@state.mn.us
A Collaborative Effort of the Minnesota Governor’s Children’s Cabinet

Interagency Early Childhood Systems Reform project

Kelly Monson | Children’s Cabinet Executive Director
Cindi Yang | DHS Child Care Services Division Director
Tracy Roloff | Early Childhood Systems Reform Project Manager
A lack of equitable opportunity has caused significant disparities in developmental outcomes for children prenatally through age 8.
State commitment to continuous improvement

MN’s current landscape of state EC programs & services

Recently expanded Children’s Cabinet will expand this list!
The reform efforts will address inequity, identify strategies to promote and ensure health and racial equity in processes and systems as well as developmental outcomes for families with young children prenatal to age 8.
# Early Childhood Systems Reform

**Vision**

By focusing on children facing racial, geographic, and economic inequities, all children in Minnesota will be born healthy and able to thrive within their families and communities.

**Mission**

Create an equitable system that supports pregnant and parenting families with young children. To do this families, communities, and government agencies will partner to eliminate structural racism and inequities that exist in access, policies, programs and practices.

## Goal Areas

- Early Learning
- Health & Wellbeing
- Economic Security
- Safe Stable Nurturing Relationships

## Focus Areas

- Early Care & Education
- Healthy Birth & Development
- Housing & Community Design
- Government Partnership with Community
- Family & Community Supports
<table>
<thead>
<tr>
<th>Organization</th>
<th>Partner</th>
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<tbody>
<tr>
<td>Minority Child Care Association</td>
<td>Ikram Mohamed</td>
<td>White Earth Nation Community Representative</td>
<td>Barb Fabre</td>
</tr>
<tr>
<td>Special Education and Family Voice</td>
<td>Mai Chang; Zang Vang Lee</td>
<td>MN Coalition for Targeted Home Visiting</td>
<td>Laura LaCroix-Dalluhn</td>
</tr>
<tr>
<td>People Serving People</td>
<td>Daniel Gumnit</td>
<td>Greater Minnesota Tribal Nations</td>
<td>Lee Tourney, Leech Lake Band of Ojibwe</td>
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<tr>
<td>Tri-Valley Opportunity Council</td>
<td>Laurie Coleman</td>
<td>Coalition of Asian American Leaders</td>
<td>Kaying Yang</td>
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<tr>
<td>Voices and Choices for Children</td>
<td>Bharti Wahi</td>
<td>Isuroon (Somali Community)</td>
<td>Fartun Weli</td>
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<tr>
<td>American Academy of Pediatrics</td>
<td>Krishnan Subrahmanian</td>
<td>CLUES</td>
<td>Ruby Azurdia-Lee</td>
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<tr>
<td>Minnesota Initiative Foundations (MIFs)</td>
<td>Nancy Jost</td>
<td>Professional Organization: MNAFEE</td>
<td>Monica Potter</td>
</tr>
<tr>
<td>Head Start Association (Early Head Start)</td>
<td>Kraig Gratke</td>
<td>Cultural and Ethnic Communities Leadership Council</td>
<td>Vayong Moua</td>
</tr>
<tr>
<td>MN Indian Women’s Resource Center</td>
<td>Patina Park</td>
<td>Minneapolis Cradle to K, Think Small, Voices &amp; Choices, Early Learning Council</td>
<td>Dianne Haulcy</td>
</tr>
<tr>
<td>Family &amp; Provider Voice: Rural (Duluth)</td>
<td>Melissa Meyer</td>
<td>Family Voice: Rural (Ely)</td>
<td>John Soghigian</td>
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<tr>
<td><strong>State Agency Ex-Officio Members</strong></td>
<td></td>
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<tr>
<td>Minnesota Department of Human Services</td>
<td>Jim Koppel; Cindi Yang; Jovon Perry</td>
<td>Minnesota Department of Health</td>
<td>Jeanne Ayers; Joan Brandt</td>
</tr>
<tr>
<td>Minnesota Department of Education</td>
<td>Hue Nguyen; Bobbie Burnham</td>
<td>Minnesota Housing Finance Agency</td>
<td>Ryan Baumtrog</td>
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**Steering Committee Representatives**
Early Childhood Systems Reform Year One Timeline

Committee Launched
Early Childhood Steering Committee launched. State team provided orientation to the work. Committee identified collective values for children and families to inform a vision.

Bridging Worldviews
Coach consultant provided an exercise on intercultural communication and bridging diverse worldviews and values. Committee articulated need to define systems and reform to fully define a vision.

Goal & Focus Areas
Committee adopted Goal Areas and identified potential Focus Areas. Focus Areas define where the committee will focus its recommendations to drive toward goals and achieve shared vision.

Problem Statement Refinement
Committee began prioritizing problem statements for each focus area, which were addressed through changes in practice, program, and policy, drive improvement in our goal areas and achievement of our vision.

Draft Recommendations
Using maps generated in March, Committee will begin drafting recommendations for immediate actions, longer term legislative and policy changes, and areas where additional community engaged research is required.

Scope & Vision
Project team framed the scope of the project. Committee worked to translate values into vision.

Vision
Committee adopted draft vision and started identifying Goal Areas to translate vision into tangible areas for action.

Problem Statement Generation
Committee adopted Focus Areas and worked on shared Goal Area definition. Committee identified dominant narratives for each focus area to highlight key problems to be solved.

Map Opportunities
Having prioritized key problems to be solved in each focus area between meetings, Committee will map opportunities for change to address these problems in practice, program and policy.

Refine Recommendations
Committee will further refine recommendations generated in April.

June, 2018
Year One Report Drafted
# MN Early Childhood Systems Reform Theory of Change

<table>
<thead>
<tr>
<th>Guiding Lenses</th>
<th>Vision</th>
<th>Mission</th>
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<tbody>
<tr>
<td>1. Cultural Relevance</td>
<td>By focusing on children facing racial, geographic, and economic inequities, all children in Minnesota will be born healthy and able to thrive within their families and communities.</td>
<td>Create an equitable system that supports pregnant and parenting families with young children. To do this families, communities, and government agencies will partner to eliminate structural racism and inequities that exist in access, policies, programs and practices.</td>
<td>Defines the future reality we are working to create.</td>
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<tr>
<td>2. Equity</td>
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<td>Describes how we will create the future.</td>
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<td>3. Leveraging Family &amp; Community Assets</td>
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<td>4. Support Long-Term, Whole Family Stability</td>
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<td>5. Brain Science</td>
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<td>6. Integration of Strategies to Break Down Silos</td>
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<td>7. Acute &amp; Historical Trauma</td>
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<table>
<thead>
<tr>
<th>Goal Areas</th>
<th>Focus Areas</th>
<th>Problem Statements</th>
<th>Recommendations</th>
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<tbody>
<tr>
<td>Early Learning</td>
<td>Early Care &amp; Education</td>
<td>TBD</td>
<td>Immediate actions</td>
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<tr>
<td></td>
<td>Healthy Birth &amp; Development</td>
<td>TBD</td>
<td>-Proposed policy changes for 2019 session &amp; beyond</td>
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<td></td>
<td>Housing &amp; Community Design</td>
<td>TBD</td>
<td>-Areas for additional community engaged research</td>
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<td>Government Partnership with Community</td>
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<tr>
<td></td>
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<td>TBD</td>
<td>Outlines a short and long term early childhood systems reform action plan.</td>
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</tbody>
</table>

Focus Areas: Provide focus for our Recommendations. Interrelated and drive change in several Goal Areas.

Vision: Within and across Focus Areas. When solved, drive improvement in our Goal Areas and achievement of our Vision.
Identify the Problem

“If I had only one hour to save the world I would spend fifty-five minutes defining the problem and only five minutes finding the solution.”

Albert Einstein
Next Steps: Engaging Our Networks
Next Steps

• Interim Report: Just Released February 28th, 2018
  • Find it here: https://mn.gov/governor/issues/childrens-cabinet/
  • Includes the 2018 inventory of Minnesota Services and Supports for Families with Young Children.

• Final Year One Report: June 30th, 2018

• Year Two Begins: July 1st, 2018
  • Implementation of Year One Actions
  • Human Centered Design Deep Dive
  • Tested process and refined mechanism for community engagement in state practice, program and policy reform.
Questions?
Thank You!

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