STEPS TOWARDS MAPPING NEW JERSEY’S EARLY CARE & EDUCATION PROGRAMS & SERVICES

Erika Kelley
State Advisory Council Director
New Jersey Department of Education
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CEELO Leadership Academy Cohort 5
EARLY CHILDHOOD IN NEW JERSEY

• Programs and services across four state agencies
  • Education
  • Human Services
  • Child and Families
  • Health
<table>
<thead>
<tr>
<th>Department of Education</th>
<th>Department of Human Services</th>
<th>Department of Children &amp; Families</th>
<th>Department of Health</th>
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<tbody>
<tr>
<td>State Preschool</td>
<td>Subsidized child care</td>
<td>Child Welfare</td>
<td>IDEA Part C (Early Intervention)</td>
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<td>Head Start Collaboration</td>
<td>Wraparound care</td>
<td>Child Care Licensing</td>
<td>Special Child Health Services</td>
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<td>Teacher Credential &amp; Licensing</td>
<td>First Steps</td>
<td>Home Visiting Program</td>
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<td>IDEA Part B (Preschool Special Education)</td>
<td>Child Care Resource and Referral Agencies</td>
<td>Strengthening Families through Early Care &amp; Education</td>
<td>Maternal and Child Health Services</td>
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<td>Federal Title I and other Federal Programs</td>
<td>Workforce Registry</td>
<td>Family Success Centers</td>
<td>Immunizations</td>
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<td>Regional Achievement Centers</td>
<td>Family Worker Outreach</td>
<td>Family Day Care Provider Registration (voluntary)</td>
<td>Childhood Lead Poisoning</td>
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<td>TANF</td>
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<td>Indoor Environments Program</td>
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<td>SNAP (food stamps)</td>
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<td>NJ Medicaid</td>
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<td>NJ Family Care</td>
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NJ COUNCIL FOR YOUNG CHILDREN

- Workforce Preparation
- Program Improvement/Quality Rating & Improvement System (Grow NJ)
- Coordinated Data Systems
- Improved Outreach/Communication
- Learning and Development Standards
- Infancy and Early Childhood Mental Health
EMBEDDED PROJECT

• Mapping of NJ’s early care and education programs and services to:

  • Avoid a duplication of services
  • Ensure programs, services and resources are allocated equitably
  • Allow for better alignment/coordination between state agency programs and services
  • Permit families to navigate through NJ’s early childhood system with better ease
INTERVENING FACTORS

• NJ priorities
  • Preschool expansion
  • Preschool Development Birth to Five Grant

• Capacity/bandwidth

• Stakeholder mental models
MY RESPONSE AS A LEADER

- Project shift to shared vision & collective buy-in
- Focused on system & internal causes (system structure)
- Allowed issue to ripen & postponed for a later time
- Took small actions to produce desirable results (leverage)
- Held steady & watched for the opportunity
LESSONS LEARNED

Get off the dance floor, go to the balcony & see myself objectively

Listen to the song beneath the words

Read the authority figure to gauge pace & manner to push forward

Take baby steps to ripen the issue

Take personal action & make brave disruptions where appropriate
ACTION COMMITMENTS

Continue Cohort 5 peer-to-peer networking and systems thinking application:

- Commit to check-ins with Cohort 5 fellows quarterly via Zoom
- Participate in a book club with Cohort 5 fellows and coaches
- Attend annual National Round Table Meetings
Limitless

Jumping on a trampoline
I am elevated off the ground,
eye level with the seagulls,
entangled between kite strings.
I touched the sun.
I scorched my hand.
I cooled it on a puffy, cumulus cloud.
Admiring the muted, soft colors in the sky;
gravity is not my concern.