



## Establishing the Department of Children, Youth, and Families

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DCYF Implementation Office

# Vision – Placing Children at the Center of Government

- The Department of Children, Youth, and Families puts children at the center of state government -- a permanent state agency and commissioner focused on elevating children and families in policy and budget decisions.
- This is a bold plan to realign state government to better coordinate and resource our systems serving children and youth, focused on equity so that all children can thrive.
- The creation of a new DCYF will:
  - Align outcomes and policy and pursue equity for children, youth, and families across state government.
  - Elevate the priorities and funding needs of children, youth, and families.
  - Focus local partners on improving the front door for services, with a goal to ease access and navigation for families and improve service.
  - Sharpen the focus of state agencies to best address issues central to the people they serve.

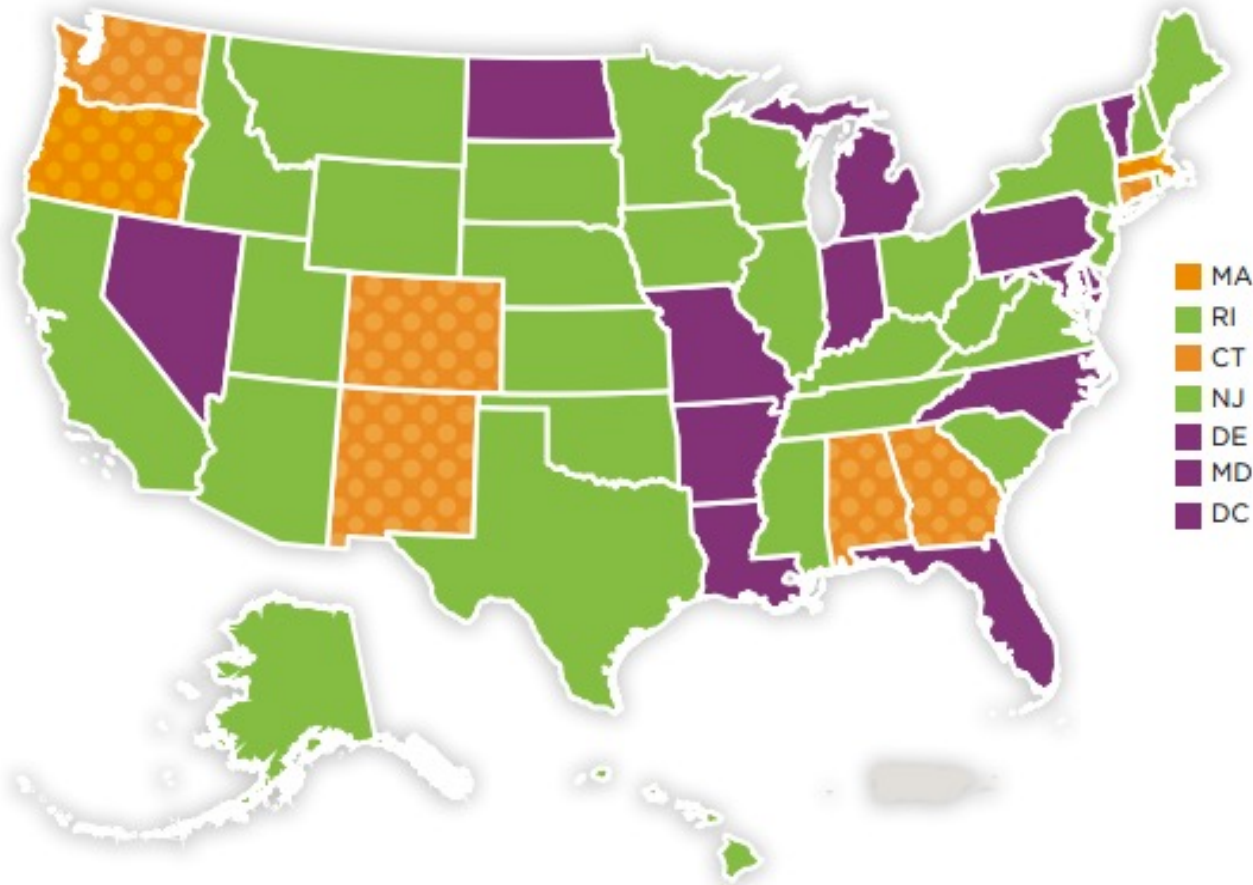
# Practicing Child-Centered Government

- Families and those who work with them are asking for coordination, engagement, and culturally and individually responsive programs that meet their children's needs throughout their development.
- Governance reports, cross-agency work, OLA reports, and learnings from other states have built the case for additional alignment.
- It's time for Minnesota to create an agency centered on children, similar to governance structures in more than half of states.





# National Trends & Governance Evolution



- **8 states** have **created** a new entity to oversee early care and education components.
- **13 states plus D.C.** have **consolidated** several agencies or programs into an existing entity that oversees multiple components.
- **29 states** have agencies that provide programs and services that require a **coordinated** approach between agencies.

*Adapted from:*

Education Commission of the States, “Early Care and Education Governance,” updated July 30, 2021, <https://www.ecs.org/early-care-and-education-governance/> (download PDF infographic);

# Focus for the Department of Children, Youth and Families

- **Principles:**

- Whole family focus
- Focus on a child throughout their life, from intentional prevention to downstream services
- Consolidation of early childhood programs
- Services are easy to access / navigate (“front door”)
- Cross-agency coordination will still be needed (one agency can’t do everything)
- Improved and more equitable outcomes achieved for all races, incomes, economic statuses and places of being

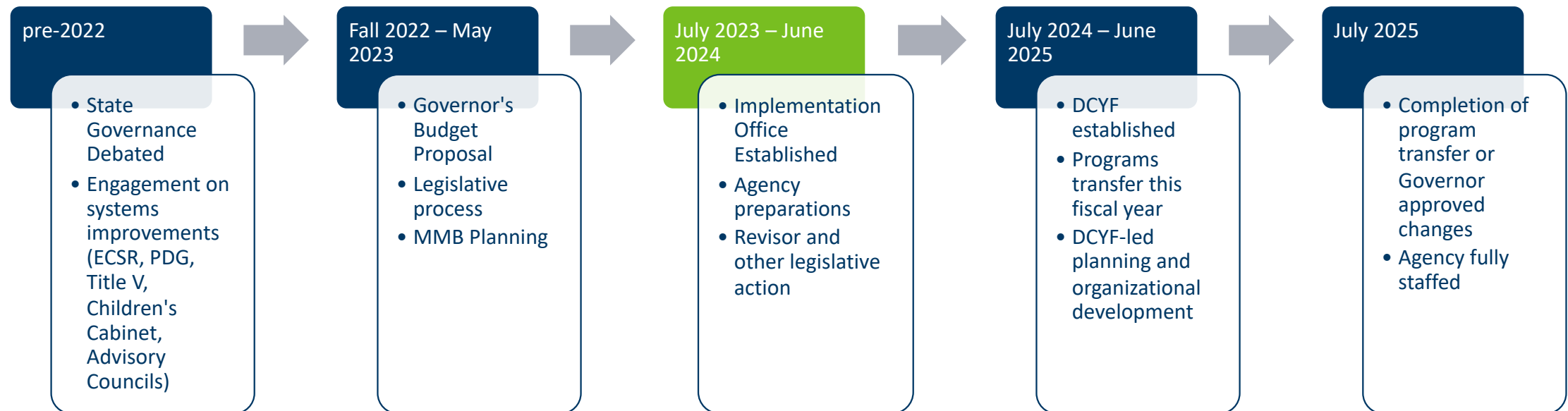
## **Core programs proposed to move into the new agency:**

- ❖ Child care and early learning programs
- ❖ Child Support, Child Safety and Permanency, and other family-focused community programs
- ❖ Economic support and food assistance programs
- ❖ Youth opportunity and older youth investments

# 2023 Minnesota Session Law – Chapter 70 & Chapter 142A

- The DCYF establishing statute obtained authority and resources to support creation, alignment, and launch of a two-year process of moving core child, youth, and family support programs to the new agency to be established in July 2024. The law:
  - Creates an implementation office and transition fund;
  - Establishes the Department effective July 1, 2024 with a Commissioner appointed on the same day;
  - Adds the Department to existing authorities and establishing administrative controls of the Commissioner;
  - Directs the transfer of core programs between July 1, 2024 and July 1, 2025;
  - Provides employee protections;
  - Requires engagement;
  - Required a report to the legislature in March 2024 on a series of deliverables;
  - Requires quarterly reports regarding status of transfers during the transfer period;
  - To the extent not prohibited by law and until July 1, 2027, allows data sharing from programs named to be transferred between the affected agencies for the purposes of coordination of services and transfer of programs;
  - Creates a systems account (modeled after existing DHS system account) to enhance computer systems necessary for the efficient operation of the programs; and
  - Provides instructions to the revisor.
- Chapter 142A, The Department of Children Youth and Families, has the Definitions, Commissioner duties, State and County Systems, and Rulemaking provisions of the establishing legislation. Chapter 142A-K has been reserved for DCYF and is where certain statutes will be proposed to transfer through the Revisor Bill.

# DCYF: Phases



System transformation

Interagency partnerships

Engagement and partnership – cross-sector

**Today – Current  
Originating Agencies**

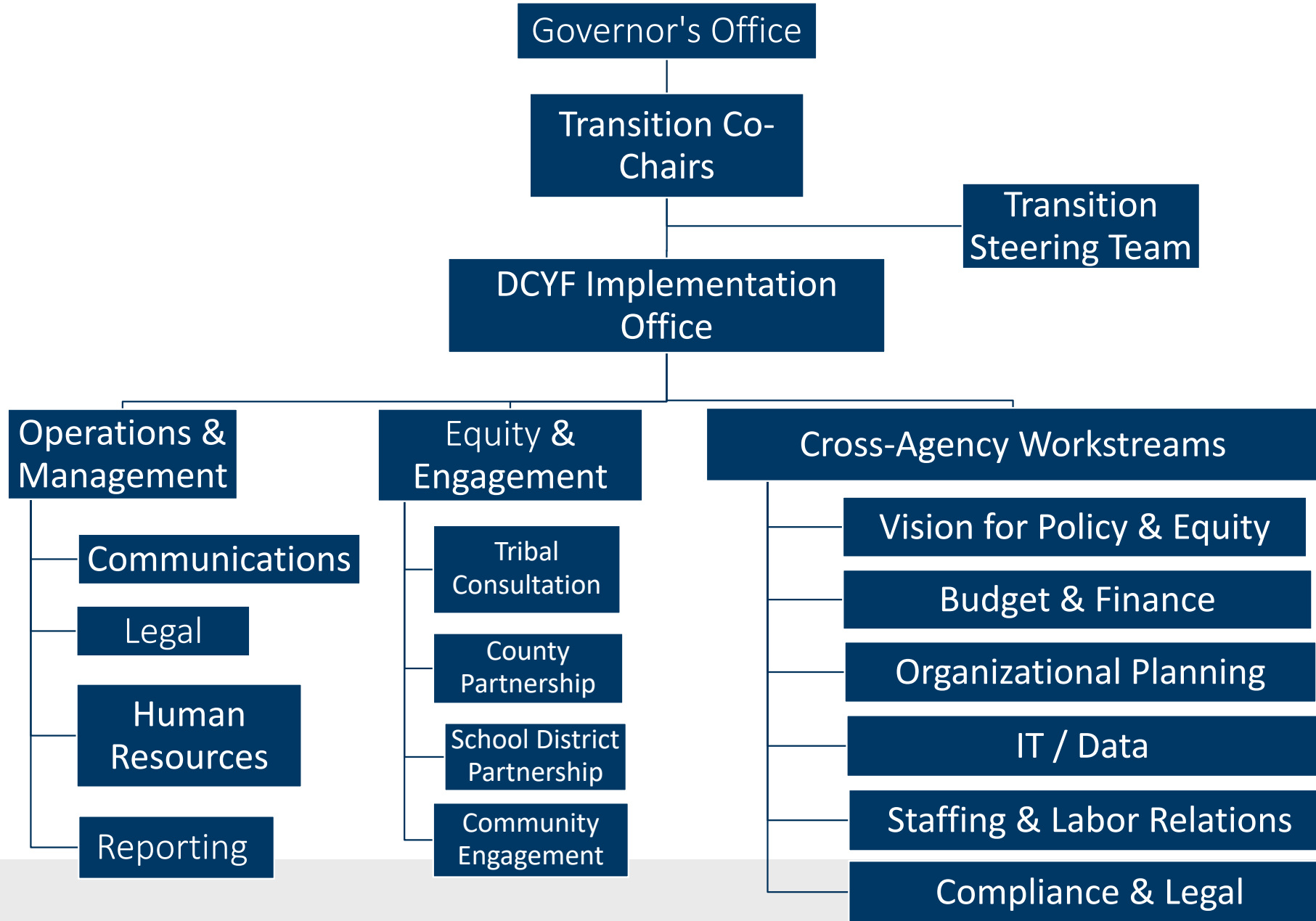


**Department of  
Children, Youth, &  
Families**



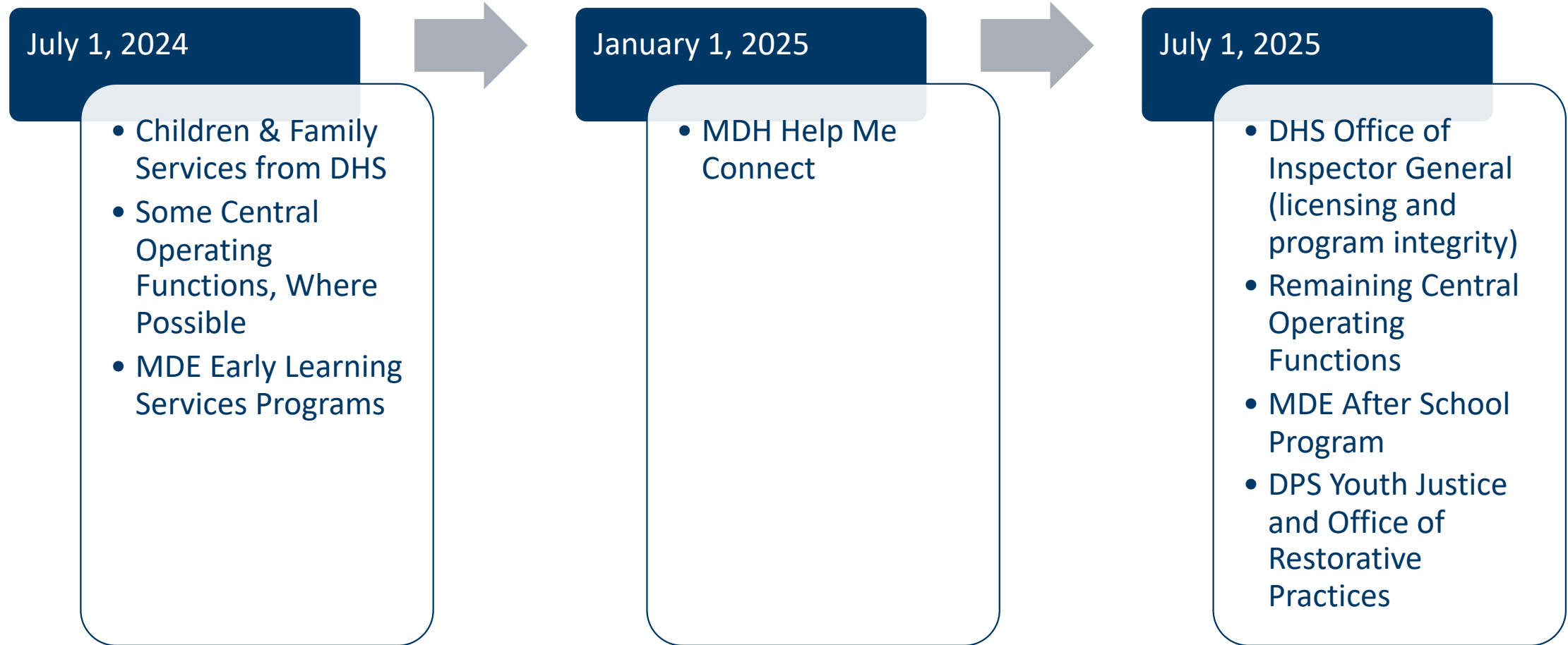
**MMB Implementation Office**





MMB Implementation Office Organization

# Planning Timeline for Program Transfer



Planned program transfers may be delayed or cancelled to prevent service disruption or ensure adequate infrastructure is in place for program success.

# Programs Identified to Transfer

## **Children and Family Services at the Department of Human Services:**

- Management Operations and Business Integration
- Child Care Services
- Child Safety and Permanency
- Child Support
- Economic Assistance and Employment Supports Division
- Office of Economic Opportunity

## **Office of Inspector General & Department of Human Services Operations**

- Licensing functions for family child care, child care centers, certificated child care centers, and child foster care.
- Program integrity units for related Child and Family Service (CFS) programs
- DHS Central Operations functions - Human Resources, Finance, General Counsel, Compliance, and Management Services, etc.

## **Programs from the Office of Teaching and Learning at the Department of Education**

- Early Learning Services division (except Part B 619)
- After-School Community Learning Grant Program

## **Programs from the Department of Public Safety:**

- Juvenile Justice Advisory Committee
- Youth Intervention Program grant
- Youth Justice Office
- Office of Restorative Practices

## **Program from the Child and Family Health Division at Minnesota Department of Health:**

- Help Me Connect

# MDE Programs Identified to Transfer

## Minnesota Department of Education (MDE) - Office of Teaching & Learning

### Early Learning Services division (all programs except Part B 619)

- Children's Savings Account Startup program
  - Early Childhood Curriculum Grants
  - Early Childhood Family Education (ECFE) program
  - Early Childhood Health and Developmental Screening program
  - Early Learning Scholarships
  - Executive Function Across Generations program
  - Great Start Scholarship program
  - Grow Your Own Program
  - Head Start and Early Head Start Programs
  - Parent Aware Public Program Support
  - Parent Child Plus program
  - Part C Early Intervention Services
  - Preschool Development Grant (PDG)
  - School Readiness
  - Voluntary Prekindergarten (VPK) and School Readiness Plus programs (SRP)
- \* After-School Community Learning Grant Program



- **Legislative Session**

- Draft legislation (“Revisor bill”) was submitted to the chairs and ranking minority members of relevant legislative committees and divisions with necessary changes to Minnesota Statutes to facilitate the transfer, authority, and operational functions to establish DCYF. The bill has passed both the House and Senate and will be signed by the Governor.

- **Transition Report**

- A [transition report](#) from the commissioner of MMB, on behalf of the Implementation Office, was submitted to the Legislature, outlining planning, engagement efforts, and recommendations for the transfer of programs to the new agency.

- **Jobs at DCYF**

- Executive-level positions for the Department of Children, Youth, and Families will be posted to Minnesota Careers and Self-Service on a rolling basis beginning this spring. The first three positions accepting applications are [Tribal Director](#), [Chief Financial Officer](#), and [Government Relations Director](#).

- **A Focus on Culture**

- The Implementation Office has contracted with the Sankofa Leadership Network to leverage their expertise and capacity to foster culture, support leadership with a focus on change management, and engage in equity grounding to include intentionality around racial equity in the new agency.

# Organizational Structure Engagement Themes

- **Importance of a structure that allows for collaboration and coordination:**
  - Structuring departments and divisions in a way that allows for cross-cutting sharing of information, best practices and ways of doing work, and relationship building.
  - Breaking down silos, allowing for cross-division collaboration and coordination, including through the creation of intentional spaces for cross-functional teams and sharing, integration, and shared learning.
- **Importance of taking advantage of this historic opportunity to improve how services are delivered and received:**
  - User experience for partners (counties, Tribes, schools, community) and families should be considered throughout design.
  - Focus on prevention services.
- **Interest in an office of innovation, centralized research and data:**
  - Need explicit attention to research, data, evidence-based practices and policy.
- **DCYF needs visible leadership and coordination of:**
  - Mental health services across state agencies to elevate and align priorities.
  - Systems and services across state agencies for children who have disabilities and their families.
  - Work to close disparities, with specific focus on the most significant disparities for Black and Indigenous children, across early learning, health and well-being, and youth justice.
  - Navigation assistance for families, community partners, and service providers.
  - Equity strategies, leadership with an equity office.
  - Indian policy through a Tribal office.
- **Youth voice and priorities should be elevated.**
- **Desire for visionary leadership.**

# High-level Draft Org Structure

The engagement process and resulting themes led to the development of a high-level org structure for the new Department of Children, Youth, and Families. This high-level structure includes:

- Youth Services and Economic Development
  - *Youth Justice Office, Office of Restorative Practices, Office of Economic Opportunity, After School Community Learning Grant*
- Family Well-Being
  - *Economic Assistance and Employment Supports Division, Child Support*
- Early Childhood
  - *Child Care Services, Early Learning Services, Help Me Connect*
- Child Safety and Permanency
  - *Child Safety and Permanency*
- Leaders in coordination around mental health, children with disabilities, Black children and youth, and family and community navigation of state programs.
- Equity Office
- Tribal Policy Office
- Office of Innovation
  - *Data, evaluation, research, strategic planning, integration of work, collaboration and coordination across the agency*
- Operations, including, but not limited to:
  - *Budget and Finance, Communications, Compliance, External Relations (including county and community relations), Human Resources, Information Technology, Legal, Licensing, Program Integrity*

# Placing Children at the Center of Government

Our state depends on the success of Minnesota children, youth, and families.

The creation of a new DCYF can achieve:

- A clear front-door and a recognizable public face;
- Improved communication outlets focused on children and families;
- Coordinated and maximized funding;
- Aligned outcomes for children and families; and
- Improved access to services.



## Organizational Structure

- After reviewing the engagement themes and high-level structure ideas, what would you like us to be aware of?

## Leadership Skills and Competencies

- What is important for the Governor to know related to hiring of the Commissioner?
- What executive leadership attributes are important for the Commissioner and the leadership team?
- What do you believe will be the core competencies and skillsets necessary to lead the agency?
- What are current issues related to the programs at DCYF that the leaders should have expertise in?
- Who are the partnerships and relationships most critically important for the leadership?

Examples of executive roles: Commissioner, Deputy & Assistant Commissioners, Chief Financial Officer, Communications Director, Compliance Officer, County Relations Director, CBTO, Engagement Director, Equity Director, General Counsel, Human Resources Director, Legislative Director, Tribal Relations Director

# Discussion Questions cont.

## Access and Navigation

- Which investments, practices, policies, and priorities need to change to improve the lives of historically underserved and marginalized children, youth and families?
- Tell us about your experiences – or the experiences of those you serve – when it comes to accessing early childhood, youth, and family programs at the state.
  - What challenges have you/they faced?
  - Were you/they able to address them?
  - What would have made the experiences easier for you/them?

## Staying Connected

- Connecting with families is integral to our engagement plan. Do you have suggestions on where the engagement team should be going to collect input from families?
- How would you like to remain engaged with the DCYF Implementation Office, as we move forward as the transition progresses? Are there upcoming events/meetings the engagement team should attend?

## EVERYONE HAS A VOICE AND A STORY.

MN StoryCollective is a way for you to share your experiences, generate ideas for change, and help support the state's many communities. We care about the wellbeing of all who live here. MN StoryCollective connects the voices of residents with those making decisions. Together, we'll strengthen Minnesota's communities as we strive to create a brighter future for all.

### Do you have an experience to tell us about?

[Share your story](#)

Anyone is eligible to share a story. The purpose of sharing your experience is to provide information that may be used to constructively improve the future of our state.



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YOUR STORY. MINNESOTA'S COMMITMENT.

# Thank you!

Connect with us

**Website:** [DCYF Implementation / Minnesota Management and Budget \(MMB\) \(mn.gov\)](https://mn.gov/dcyf-implementation/mmb/)

**Newsletter - [Subscribe](#)** to receive updates

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**MN Story Collective:** <https://mn.gov/mmb/mnstorycollective/>