

Durham PreK Governance Committee Meeting NOTES

Jim and Carolyn Hunt Early Childhood Resource Center

January, 21, 2021 (9:30am-11:30am)

In Attendance:

Voting Members: Peggy Ball, Leigh Bordley, Xavier Cason, Drew Cummings (Designated by Wendell Davis,) Cathy Collie-Robinson, Deric Boston, Anna Gassman Pines, Wykeshia Glass, Nakia Hardy, Iheoma Iruka, Michelle Lynn, Beth Messersmith, Ben Rose, June Shillito

Non-voting Members: Marsha Basloe, Linda Chappel, Cate Elander, Brittany Gregory, Monnie Griggs, Alex Livas-Dlott, Melinda Rodriguez

Absent: Wendell Davis, Tammy Jacobs, Karen McLeod, Darnella Warthen

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none"> • Welcome and Introductions • Reviewed and approved the November 19, 2020 meeting notes
Action Taken	<ul style="list-style-type: none"> • Governance committee members reviewed and approved meeting notes for November 19, 2020.
<ul style="list-style-type: none"> • Durham PreK Update 	<ul style="list-style-type: none"> • NCPK/DPK Monitoring <ul style="list-style-type: none"> ○ NC Pre-K monitoring is underway and due from contracted sites on January 25, 2021 <ul style="list-style-type: none"> ▪ Virtual monitoring visits will follow • Family Engagement Monitoring <ul style="list-style-type: none"> ○ Fall monitoring completed ○ February mid-year monitoring ○ Requiring programs to follow Family Engagement standards in a virtual environment • SY 21-22 Application Process and Timeline <ul style="list-style-type: none"> ○ We are moving to an online platform and work flow system, Survey Monkey Apply <ul style="list-style-type: none"> ▪ Will help with the coordination of the application process with our PreK partners ▪ Secure online database <ul style="list-style-type: none"> • Online system will accept applications • Families can upload their documents into the system

	<ul style="list-style-type: none"> • Review applications • Complete placement for families ○ Families will be able to create an account and upload documents at their convenience ○ Improve the process for families and PreK partners <ul style="list-style-type: none"> ▪ Streamlines the application process ▪ Ready to launch in February • Virtual Parent PreK Expo <ul style="list-style-type: none"> ○ February 6, 2021 at 9:00am in English and at 10:30am in Spanish ○ Recording will be on our website
Durham PreK Mode of Instruction*	<ul style="list-style-type: none"> • Durham Public Schools PreK Classrooms: <ul style="list-style-type: none"> ○ Will continue virtually for the remainder of the school year ○ DPS is working on summer options and plans to share that with the board in March • Private Childcare PreK Classrooms: <ul style="list-style-type: none"> ○ Hybrid model continues (in-person and virtually) ○ Majority of private childcare programs are providing in-person services • Durham Head Start Classrooms: <ul style="list-style-type: none"> ○ Hybrid model began January 13, 2021 ○ Families attend virtually and a reduced number in-person with reduced class-sizes ○ Goal for in-person services is 50% enrollment, for now ○ Priority is making sure everyone is safe
Durham PreK Technical Assistance	<ul style="list-style-type: none"> • Technical Assistance continues virtually • NCPK/DPK PD <ul style="list-style-type: none"> ○ Family Engagement, Supporting Dual Language Learners, and A.S.K. Conference • Making the Most of Classroom Interactions Cohort is underway • 5 directors achieved CLASS® Observer certification • CLASS® assessments completed virtually/video <ul style="list-style-type: none"> ○ Followed Teachstone guidelines for virtual/video assessments ○ If pre-assessment is completed by video, the post-assessment must also be completed by video ○ For development, growth and coaching purposes. Purpose is to support growth in the classrooms.
Durham PreK Website and Newsletters	<ul style="list-style-type: none"> • Website Updated pages <ul style="list-style-type: none"> ○ Governance <ul style="list-style-type: none"> ▪ Bios and pictures of members ○ Why PreK?

	<ul style="list-style-type: none"> ▪ Focuses more on the quality components of Durham PreK ▪ What parents can expect in a typical day when in person at a programs ▪ Infographic on program eligibility ○ Durham PreK Staff page updated with bios ○ Community Calendar ○ Racial Equity in Early Childhood Education • Community Connections and Teacher Talk Newsletters <ul style="list-style-type: none"> ○ December edition was focused on STEM and Early Childhood Education ○ February edition will focus on Racial Equity and Early Childhood Education
Durham PreK SY21-22 Budget	<ul style="list-style-type: none"> • Identify, discuss and set guiding tenets for budget cuts <ul style="list-style-type: none"> ○ We want to be clear that we don't know if there will be budget cuts, but we have been asked to prepare for some potential budget cuts. • Review Durham PreK Vision and Guiding Principles <ul style="list-style-type: none"> ○ January 2020 Vision Elements <ul style="list-style-type: none"> ▪ Expanded access & funding ▪ Durham as a recognized model ▪ Increased quality & equity ▪ Engaged & supported families ▪ Collaborative & aligned early childhood education system ▪ Community buy-in ▪ Strengthened collaboration & partnerships ○ Durham PreK Guiding Principles <ul style="list-style-type: none"> ▪ Principles/Values – We believe.... <ul style="list-style-type: none"> • Provide support for high quality • Teachers are our biggest change agents • Support for leadership & leadership development • Collaboration and partnership • “Nothing about us without us” – involving families and teachers
Current Durham PreK Student Enrollment	<ul style="list-style-type: none"> • Total number of allocated Durham PreK seats is 441. As of January 12, 2021, total number of students enrolled is 314. • Durham PreK Only Seats <ul style="list-style-type: none"> ○ Number of allocated seats - 136; Number of students enrolled - 122 ○ \$1250 reimbursement provided by Durham County • Durham PreK Enhanced Seats

- Number of allocated seats – 305; Number of students enrolled - 192
- Multiple funding streams
- Around 70% enrollment
- A fair amount of money is expected to come into NC with the [COVID relief funds to support early education and childcare](#) programs. Our teachers and children will have more needs and advocacy is critical. The needs far exceed the resources. There are many unknowns that can affect the budget.

Durham PreK 2021-2022 Potential Budget Cuts

- Durham County requested 3%, 5%, and 7% budget cut scenarios
 - Create guidance and rank
 - Just to be clear we have not been told we are getting a cut in funding. The reality is there are so many competing needs and Durham County is requesting to present budgets that reflect a potential cut.
- Instructional Budget – How we pay for the children’s seats and teacher supplements
- Management Budget – Pays for Technical Assistance, Family Engagement, Outreach, and building the infrastructure of enrollment, support systems and a wide variety of other things.

Budget	3%	5%	7%
Instructional Budget \$3,033,107	\$2,942,114 (-\$90,993)	\$2,881,452 (-\$151,655)	\$2,820,790 (-\$212,317)
Management Budget \$813,733	\$789,321 (-\$24,412)	\$773,046 (-\$40,687)	\$756,772 (-\$56,961)

- To what extent is it a priority to sustain the investments in infrastructure for readiness when recovery is reached? Or is our priority to serve as many children as possible?
 - August 2020 Governance Committee considered and agreed upon principles for budget cuts needed for SY2020-2021, during the pandemic, in order to afford to waive parent fees and pay for all seats, regardless of enrollment
 - First, suspend gap payments for DPK seats at Whitted School
 - Second, reduce monthly reimbursement standard of \$1,250 per child for blended NC Pre-K seats in Head Start and Durham Public Schools (seats with multiple funding sources)
 - Third, request additional funding from Durham County
 - Last, reduce the DPK monthly reimbursement standard of \$1,250 per child for ALL seats, regardless of classroom type
- In August, Governance implemented the first two strategies to meet the budget for the 2020-2021 year.

Considerations for the Instructional Budget

- Possible considerations for the Instructional Budget:
 - **Consolidate locations**
 - Accomplishes
 - Decreases the number of teacher compensation support payments paid for teachers
 - Challenges
 - Counter to the demand from parents for varied locations
 - May leave current teachers at private sites with salary cuts

Conversation Highlights:

- This selection will put a further strain on the system. Remember, we require for sites to pay on the DPS scale. If we withdraw seats there is a possibility that the site will not be able to continue to pay teachers on the DPS scale.
- Does that mean that other kids/seats at those sites are basically getting DPK service despite us not paying DPK rates for all the other seats?
 - If there is at least 1 DPK child in the classroom the teacher/site must follow the DPK requirements
 - Sometimes children are in a NC PreK classroom with a few DPK seats.
 - Private sites usually have a minimum of 9
- The teacher compensation support payment does not cover the salary of a teacher, but helps the provider pay for a high-quality teacher
- This seems like it's an important part of our systems-building work. Children/sites receive benefits beyond just those whose seats we are directly supporting. Consolidating locations lessens that benefit.
- If we are thinking about infrastructure and there already being a significant teacher shortage in North Carolina, decreasing the salary of teachers will make it worse. Especially if the minimum wage increases to \$15.00 an hour we will experience even more teachers leaving the field.
 - Decrease in salary will incentivize teachers to leave the profession.
- The potential of pulling back resources can affect the partnerships and trust we built with providers.
- Has there been thought given to perhaps (if you had to cut, which we hope isn't a reality), that we cut at the higher end of the income levels that are receiving services and either limit income qualifications or increase co-pays for those that have income?
 - Could we temporarily restrict higher income families to serve the families at higher poverty levels.
 - Potential for less diversity in a classroom
- Why parents decline seats?
 - Location is in the top five, especially when a family has siblings

- Any location under enrolled?
 - The problem is all of our trend information is impacted by COVID-19.

- **Decrease the number of seats. First, Durham PreK Only seats.**

- Accomplishes
 - Decreases reimbursement rates and lowers costs to Durham PreK
- Challenges
 - Decreases access for families due to income restrictions.
 - Do we invest in existing seats vs. expansion?

Conversation Highlights:

- Will we first prioritize Durham PreK Only seats or Durham PreK Enhanced seats?
 - Community perception of new seats
 - Braided funding seats means we serve fewer new seats
 - Our middle income families would be impacted
 - Decreasing the braided seats may mean some teacher will lose their salary boost
 - Possibly creates more inequity
- **Extend the suspension of gap payments for Whitted School**
 - Accomplishes
 - Reduce costs
 - Challenges
 - Extends budget strain for Durham Public Schools

Conversation Highlights:

- You previously selected this choice and it will expire this school year.
- **Continue the reduced monthly reimbursement rates (previously enacted temporarily) for Durham PreK Enhanced (blended) seats in DPS and Head Start**
 - Accomplishes
 - Reduce costs
 - Challenges
 - May further slow the expansion of pre-k to all elementary schools

- Extends budget strain for public programs at Durham Public Schools and Head Start
- **Revisit reducing the DPK monthly reimbursement standard of \$1,250 per child for ALL seats**
 - Accomplishes
 - Reduce costs
 - Challenges
 - May decrease seats
 - May call teacher salary requirements into question.

Conversation Highlights:

- You previously selected this choice and it was a lower option that we did not need to do this school year.

○ **Raise the parent fees**

- Accomplishes
 - Reduce costs
- Challenges
 - May decrease access
 - Impacts the economic diversity of students enrolled

Conversation Highlights:

- The parent fees were waived this year. Last year the parent fees represented a small part of the budget.
- Just raising the parent fee will not meet these budget cuts.
- What are the implications? We want to continue to build the Infrastructure, meet workforce demands, and maintain collaborative partnerships and economic diversity.
- If it's a 3% cut we can probably achieve by 1 or 2 of the suggested strategies.
- What are your priorities for larger cuts?
- Impact to Durham Public Schools (DPS)
 - We are unsure of the impact to DPS. Would be great to hear from DPS.
 - DPS is already receiving substantial funds from the county. The direct dollars from the County did not change and they served fewer students.
- Impact to Head Start
 - Federal budget approved funds that cover this school year. Funding looks secure. Would have to demonstrate how we are supporting families through this time.

	<ul style="list-style-type: none"> ○ Continue with the implementation of the first two cuts from last year and reduce accessibility for higher income families ○ The easiest choice is to continue with the choices from last year ○ Public sites need resources, but receive funding from other sources ○ In raising parent fees we will lose more parents. ○ Reduced monthly reimbursements rates is a radical element ○ Substantially eliminate full fee seats at private sites, Head Start and DPS. ○ Any suggestion that affects teacher salaries needs to be the last resort or deleted ○ Private site care - families can get before and after care ○ Middle income families are not eligible for other support and are the least served ○ Invest in teachers so they stay in the profession. ○ Potentially continuing with the same recommendations from last year. Prioritizing the reduction of full fee seats, decrease the number of braided seats. Consolidating locations are at a lower priority.
Action Taken	<ul style="list-style-type: none"> ● Motion for potential budget cuts - 1) extending suspension of gap payment 2) Continuing reduced payments at public sites 3) Decreasing Durham PreK Only seats 4) Decreasing the number of Durham PreK Enhanced seats 5) Consolidate locations 6) Reduce the \$1250 reimbursement rate across programs 7) Raise parent fees. ● Motion approved by the Governance Committee
Management Budget	<ul style="list-style-type: none"> ● Prioritize cuts with the Management Budget ● Strategies <ul style="list-style-type: none"> ○ Decrease or eliminate capacity building technical assistance (previously referred to as the Pipeline) ○ Decrease support for family engagement ○ Reduce intensity of technical assistance (TA) for current programs ○ Reduce support services such as translation, web development and outreach ● Reduce intensity of TA and support services, but not translation services ● The flat funding we received this year was a 19% cut. We reduced the capacity building technical assistance. It is still an option we can further reduce. ● For our March meeting we will have a clearer financial picture and we can revisit the management budget.
Summary and Adjournments	<ul style="list-style-type: none"> ● The next Governance meeting is on March 18, 2021 9:30am – 11:30am.

*** Agenda items with handouts**