

Durham PreK Governance Committee Meeting NOTES

Jim and Carolyn Hunt Early Childhood Resource Center

March 18, 2021 (9:30am-11:30am)

In Attendance:

Voting Members: Peggy Ball, Leigh Bordley, Xavier Cason, Drew Cummings (Designated by Wendell Davis,) Anna Gassman Pines, Wykesia Glass, Nakia Hardy, Michelle Lynn, Beth Messersmith, Karen McLeod, Michael Page, June Shillito

Non-voting Members: Linda Chappel, Cate Elander, Monnie Griggs, Danielle Johnson, Melinda Rodriguez, Ben Rose, Katie Thayer, Jameka Wells

Absent: *Marsha Basloe, Deric Boston, Cathy Collie-Robinson, Iheoma Iruka, Darnella Warthen*

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none"> • Welcome and Introductions. <ul style="list-style-type: none"> ○ Introduced Katie Thayer as Acting Durham PreK Manager
Durham PreK Update	<ul style="list-style-type: none"> • Durham County Budget recommended flat funding for SY21-22 • NC Pre-K School Readiness committee approved space allocations for next school year • Finalizing Durham PreK SY21-22 space allocations <ul style="list-style-type: none"> ○ Spread DPK only spaces across the county to meet parents’ needs and to create more income diverse classrooms. ○ SY 21-22 DPK provider contracts in June of 2021 <ul style="list-style-type: none"> ▪ Anticipating flat funding and will initiate provider contracts in June
Durham PreK Newsletters and Intern Project	<ul style="list-style-type: none"> • Community Connections and Teacher Talk Newsletters <ul style="list-style-type: none"> ○ 2 newsletters that go out every other month, 1 for teachers and 1 for the community ○ In April - Breaking Down Stereotypes in the PreK Classroom <ul style="list-style-type: none"> ▪ Teacher newsletter had a 38% open rate and the community newsletter had a 31% open rate. Commendable open rate percentage for industry. • In the spring we had an intern from the UNC-G School of Education. <ul style="list-style-type: none"> ○ Our intern conducted a teacher and community survey on DPK’s website, the community resource web page, newsletters and social media <ul style="list-style-type: none"> ▪ Intern project on family resources and how we can continue to support our families ▪ Deep dive into our resources to further develop resources for families

<p>Durham PreK SY21-22 Surveys</p>	<ul style="list-style-type: none"> • NCPK/DPK Teacher and Director Surveys <ul style="list-style-type: none"> ○ The surveys are focused on getting input from teachers and directors on the school year <ul style="list-style-type: none"> ▪ Assessed professional development needs and coaching ○ Emailed to 110 teachers and 29 directors ○ Sent on May 5th and survey will close on May 26th ○ 69% survey response rate with continued reminders for survey completion. • NCPK/DPK Family Satisfaction Survey <ul style="list-style-type: none"> ○ Emailed to 622 families on May 10th ○ Following up with phone calls for survey completion. Survey callers are contracted and do not work directly in the program. ○ The survey will close end of May
<p>Durham PreK Whitepaper</p>	<ul style="list-style-type: none"> • Final Whitepaper has incorporated the feedback and edits suggested by the Quality Subcommittee and the Governance Committee <ul style="list-style-type: none"> ○ Durham PreK Whitepaper has been reviewed extensively by numerous people. At this point we incorporated all the suggested edits and addressed any questions that came up. • Whitepaper will be forwarded to the County Commissioners for their review in planning for future program expansion and evaluation • Whitepaper will be posted on the DPK website two weeks after it has been submitted to the Commissioners
<p>Durham Teaching and Learning Together (DTLT)</p>	<ul style="list-style-type: none"> • An Early Childhood Professional Development and Family Education Online Learning Platform • Federal earmark application • DTLT is Durham’s proposed development of a county-wide, on demand early childhood professional development and family education online learning platform for Durham’s universal preschool program • Request to Representative Price to come from Durham County to be inclusive of the county-wide initiative <ul style="list-style-type: none"> ○ We proposed to develop the DTLT virtual learning platform ○ On-demand and live workshops for professional development opportunities ○ Multi-access opportunities for learning. On-demand will increase access to learning opportunities and reduce barriers ○ If approved the learning platform will be available to all partners for our teachers and families • By the end of June we will know if representative Price will recommend our proposal for the upcoming federal budget

<p>Governance SY 21-22 Meeting Dates</p>	<ul style="list-style-type: none"> • Meetings will be conducted virtually from 9:30am to 11:30am <ul style="list-style-type: none"> ○ Sept. 23, 2021 ○ Nov. 18, 2021 ○ Jan. 20, 2022 ○ Mar. 17, 2022 ○ May 19, 2022 • We may need to schedule a July meeting. We will be in touch if a July meeting is needed.
<p>Durham PreK SY21-22 Application</p>	<ul style="list-style-type: none"> • Online application released Feb. 15, 2021 • Families can complete the application independently <ul style="list-style-type: none"> ○ Available in English and Spanish • On Saturday the Partnership is hosting a roll-up and enroll event in the Briggs parking lot • We are in the process of accepting applications. Outreach efforts include attending vaccination sites and Bimbe. • As of the 18th we had over 1,020 applications • Virtual application appointments available • We are in contact with families with incomplete applications. 3 contact process to help families and learn about potential barriers in completing applications <ul style="list-style-type: none"> ○ Some withdrawals are families moving out of the area
<p>Durham PreK SY21-22 Family Notifications</p>	<ul style="list-style-type: none"> • Week of June 14th – First round of family notifications • Week of July 19th – Second round of family notifications • After July notifications – rolling admissions <ul style="list-style-type: none"> ○ We will accept applications year-round. As we receive completed applications we will review and place children accordingly • Anticipating families will enroll as we reach closer to August. We are planning ahead for a surge in applicants. <ul style="list-style-type: none"> ○ We will continue to do outreach in an effort to reach families • We will send out Social Media informational flyers to share with your contacts • This coming school year the providers will get paid on enrollment and not allocations • Collaborative effort with community partners
<p>Review March Meeting Notes</p>	<ul style="list-style-type: none"> • Motion to approve March’s meeting notes

Action Taken	<ul style="list-style-type: none"> ● Governance committee members reviewed and approved meeting notes for March 18, 2021.
Durham PreK SY21-22 Child Selection Criteria	<ul style="list-style-type: none"> ● Same child selection criteria since program inception ● Review SY20-21 Child Selection Criteria <ul style="list-style-type: none"> ○ Recommendation – Maintain same Durham PreK Child Selection Criteria for SY21-22 ● Presently we set aside 15% for higher income groups, 20% for families in the 200-299% of FPL ● Prioritize children experiencing homelessness, children with special needs, children of military families, children with limited English proficiency, Children of teen parents and children in foster care ● Any challenges or barriers to Durham County money spent last and creating classrooms based on income, race and ethnicity? <ul style="list-style-type: none"> ○ The challenge we have right now is that families that do not qualify for head start, NC Pre-K or DPS Title 1, these middle income families do not qualify and are not well resourced. We don't have enough seats for Durham PreK only. We hope in the future the funding can be used to help more of these families. ○ Logistical challenges to sprinkling seats more broadly. ○ High demand for seats in South Durham ● Recommendation – Maintain same Durham PreK Child Selection Criteria for SY21-22 <ul style="list-style-type: none"> ○ In the fall we will present to Governance placements and demographics
Action Taken	<ul style="list-style-type: none"> ● Motion Approved to move forward with the same Child Selection Criteria for SY21-22
Durham PreK Equity Plan	<ul style="list-style-type: none"> ● SY21-22 Equity Plan drafted by Quality Subcommittee over the 2020-2021 school year ● Collective work, including analysis of available data from teachers, directors and families ● Areas of Focus: <ul style="list-style-type: none"> ○ Support access for before and after care for families <ul style="list-style-type: none"> ▪ Many families are in need of before and after care ○ Increase the number of Spanish-speaking teachers of LatinX/Hispanic background <ul style="list-style-type: none"> ▪ We don't have any current BK licensed teachers that is LatinX/Hispanic ▪ Financial incentive in hiring teachers of LatinX/Hispanic backgrounds <ul style="list-style-type: none"> ● Looking at our demographics we do not mirror our community ● Policy distinction with native language background to reinforce teaching proper Spanish ● Review and consider the way this area of focus is written and comes across to the reader

- Review the work of the DRIVE taskforce - increasing pipeline of teachers of color in NC <https://governor.nc.gov/issues/education/drive-task-force>
 - Take a closer look at equity pay. Ensuring people of color is being paying equitably
 - Develop an equity-based professional development plan for teachers and directors
 - Support the development of anti-racist pre-k curriculum/lesson plans for Durham PreK classrooms
- The Quality Subcommittee identified other areas of need, such as transportation. We agreed transportation is a huge barrier to families. We do not have the funding to address transportation needs at this time.

Durham PreK SY21-22 Budget

- The County Manager’s budget recommends level funding for SY 21-22
- Proposed new spending by DPS and recommendations from the Equity Plan have budget implications for both the
 - SY 21-22 Instructional Budget
 - SY 21-22 Management Budget
- Durham PreK Guiding Principles We Believe...
 - Provide support for high quality
 - Teachers are our biggest change agents
 - Support for leadership and leadership development
 - Collaboration and partnership
 - “Nothing about us without us” – involving families and teachers
- DPS planned increase of teacher pay
 - Potential 3-5% increase in DPK’s supplemental payments
- Durham PreK SY 21-22 Budget Advocacy in Context of Equity Plan and in Response to New Expenses

To Consider for the Budget Advocacy		
Strategy	Accomplishes	Considerations
Increase the funding for teacher supplements	Maintains the commitment to Pay Parity for teachers	<ul style="list-style-type: none"> • DPS proposes to increase the local supplement for teachers • Projected at 3-5% • Requires approximately \$11,000 - \$20,000 based upon current year payments to providers to help support salaries.

- Contractual agreement for sites to pay at the DPS rate
- For the current school year the median salary for our lead teacher is \$50,459
- Paying on the DPS scale is still a priority for Governance

- Durham PreK SY 21-22 Budget Advocacy in Context of Equity Plan and In Response to New Expenses

To Consider for the Budget Advocacy		
Strategy	Accomplishes	Considerations
Add 9-36 new seats	Increase access to high quality public preschool	<ul style="list-style-type: none"> • Requires additional funding at a cost of \$112,000 - \$450,000 to the instructional budget
Expand the portfolio of anti-racist professional development and create an anti-racist lesson planning Professional Learning Community (PLC)	Responds to the high interest in this topic for professional learning expressed by the classroom teachers	<ul style="list-style-type: none"> • Identified as an integral component of high quality early education programs • Required an additional \$15,000 - \$25,000 in funding for professional development
Develop a pilot project to support before and after school care	<ul style="list-style-type: none"> • Explores the feasibility of providing expanded care at scale • Provides services to high need children 	<ul style="list-style-type: none"> • Requires additional funding at approximately \$500 per month per child • Requires capacity building for the DPK providers • Pilot may frustrate families

- Early childhood is front and center of Governor Cooper’s ARPA plan
 - Money to be spent by the end of 2024
 - Express an openness to the County with one-time funding requests or not beyond 2024
 - Smaller ask with this upcoming school year, larger ask for SY2022-2023
- Considerations for before and after care, pilot may frustrate families
 - Pilot is a limited number of seats. Can frustrate families if there are more families than we can fund during the pilot.
 - Potential for issues with staffing coverages with before and after care
 - For now DPK does not have a policy in place for before and after care. In the event of not having a policy in place DPK follows NC Pre-K’s guidelines.
- Recommendation to simplify things and provide a prioritized list of what DPK would like to do in the next couple of years
 - Can facilitate with local and ARPA funding requests
- First we maintain the salary supplement and then we will prioritize the other areas of focus
- Motion to draft an ask from Governance that gives us the authority to endorse a request for additional funding

Action Item	<ul style="list-style-type: none">• Motion approved to draft a letter from Governance for Iheoma's signature that indicates Governance passed a motion to request additional funding to address these priority areas.
Summary and Adjournments	<ul style="list-style-type: none">• Possible Governance Meeting in July.

*** Agenda items with handouts**