

Durham PreK Governance Committee Meeting
March, 17 2022 ~ 9:30 – 11:30
The meeting will be live streamed on the Durham PreK You Tube Channel

Join Zoom Meeting

<https://childcareservices.zoom.us/j/97074278625?pwd=MzA5cnZRQnlKU2haQ2ZiNXpoRVI4dz09>

Meeting ID: 970 7427 8625 Passcode: 101676 One tap mobile [+13017158592](tel:+13017158592), 97074278625# US
(Washington DC) [+13126266799](tel:+13126266799), 97074278625# US (Chicago)

AGENDA (Items with handouts noted with *)

- Welcome, Introductions and Meeting Protocols 15 min (9:45)
- Review and Approval of Notes* 5 min (9:50)
- Program Update* 20 min (10:10)
 - Review Highlights of the Update
 - Quality Subcommittee Meeting Update
 - Introduction of Technical Assistance Team Members
- Hazard Pay Plan Review 20 min (10:30)
 - Teacher Qualifications and Pay Raises
 - Survey Results
 - DPS Bonus Payments
 - NC PreK Bonus Payments
 - Discuss and Consider Renewal/ Call for a Vote
- Break 5 min (10:35)
- Wrap Care in DPK 25 min (11:00)
 - Presentation, *Towards Equity in Durham PreK: Addressing the Availability and Accessibility of Wrap-Around Care as a Barrier to Universal PreK in Durham*
 - Discussion of Next Steps 15 min (11:15)
- Governance Meeting Dates for SY22 - 23 10 min (11:25)
- Final Announcements, Adjournment 5 min (11:30)

Next Meeting Date for SY21-22: May 19, 2022, from 9:30 – 11:30



Durham PreK Update March 2022

Children and Families

Applications for the 2022 – 2023 school term opened on February 8, 2022

- o As of March 9, 2022, **868** applications are in-progress! The application can be accessed on our website at:
https://durhamprek.smapply.org/prog/2022-2023_durham_prek_application/
- o Over 400 interest forms were received in advance of the opening date
- o The first of two Family Info Sessions was held on February 5 in English and Spanish. There were a total of 134 attendees. The recording and additional resources were sent to all who registered. <https://durhamprek.org/2022-23-information-session/>. The next Family Info Session is scheduled for April 7.
- o Developmental screenings of children will be virtual again this year, March 1st-May 13th
- o Parents, providers, and community partners can now text “DPK” to 59925 to subscribe for program updates. There are currently 134 subscribers.

Applications for the current school term (2021-2022) are still accepted on a rolling basis

- o As of 3/9/22- 1,165 applicants have been offered seats and 869 have accepted
- o Durham PreK Information Desk has completed 83 application appointments and made 2401 contacts to follow-up in depth with applicants missing documents, answer questions, assist with transfer requests and assist families that submitted interest forms.

Enrollment continues to be impacted by the pandemic with parents reporting hesitancy about safe participation:

- o Enrollment for NC Pre-K seats at all locations (private sites, Head Start and DPS) is at 77%.
- o Durham PreK seats paid with local funds at private sites, Head Start and DPS sites (not receiving braided funding) are at 79% enrollment.

Preschool Providers

All Durham PreK programs are providing in-person classroom services following the Interim COVID-19 Reopening Policies for NC Pre-K Programs. Continuing during the pandemic, providers are paid this school term based upon allocated seats, regardless of enrollment.

Monthly Directors’ meetings began in September and have been held throughout the school year.

Weekly technical assistance (TA) for quality improvement is held using a hybrid in-person and virtual model with teachers and directors.

Since August, 106 hours of professional development has been offered to directors, lead teachers, and teacher assistants.

- o Professional Development (PD) calendar includes Webinars, Community of Practice, CLASS® and training in the Making the Most of Classroom Interactions (MMCI) curriculum.
- o 27 PD opportunities were offered between August – December 2021. Topics covered:
 - Equity – 7 sessions
 - Instructional Support – 9 sessions

- Social-Emotional Support – 5 sessions
- Teaching Strategies Gold – 4 sessions
- Family Engagement – 1
- Self-Care – 1 session
- At the February 2022 ASK conference for early educators, a PreK CEU learning thread for Durham PreK teachers and teacher assistants was held. It focused upon enhancing strategies for building collaborative teacher teams to support equitable and inclusive classrooms
- Twelve classrooms, not currently providing public preK, are receiving Capacity Building Technical Assistance creating the potential for 216 future new seats
- 2022-2023 Site Selection - applications are being reviewed and scored to determine NC Pre K and DPK sites for the 2022-2023 school year.

Systems Development

- In the process of updating and enhancing the online Durham PreK application database through Survey Monkey Apply to assist families in applying and pre-K partners in making seat offers. New features include ways to track seat funding type and automatic notification letters
- Durham PreK Teacher Talk Newsletter
 - Audience is early educators; themes focused around Durham PreK Standards
 - Includes relevant professional development opportunities and important reminders, as needed
 - The March issue was focused on play-based learning.
- Durham PreK Community Connections Newsletter in English and Spanish
 - Audience is parents and community members; themes such as why pre-k is important, and quality pre-k indicators; teaching strategies and activities
 - Includes reminders about the application or other family events, as needed
 - The March issue was focused on building schedules and routines with children.
- Durham PreK website (www.durhamprek.org)
 - The website received 15,350 page views from 4,790 viewers in February, setting the record for the most page views and viewers in one month. The bounce rate was 59%, the average session duration was 1:46 minutes, and the most popular page was the DPK Application page.
 - On the day of the Durham PreK Application Launch (2/8), there were 1,893 pageviews by 611 users. The most visited pages were the DPK Application, Enrollment, Site Locations, DPK Interest Form, DPK Info Sessions, and Step Ahead pages/pop-up window.
- Durham PreK Social Media
 - With a total of 1358 social media followers at the end of February 2022, we have seen a 24.93% growth in followers so far this fiscal year.
 - Our YouTube account grew to 18 subscribers after the information sessions were posted. The English information session recording has 196 views and 29.7 watch hours, and the Spanish version has 92 views with 8.5 watch hours.

Management and Oversight

- Breakdown of Family Income for accepted seats (median income \$33,000):
 - Below 200% FPL- 68%
 - Between 201-399% FPL- 23%
 - At or above 400% FPL- 9%
- Durham PreK Governance Committee makes policy and sets priorities. Chair - Dr. Iheoma Iruka, Vice-Chair - Leigh Bordley and Secretary - Dr. Wykeshia Glass
Durham PreK's Quality Subcommittee, created by the Governance Committee intensely studies the program; SY 2021-2022 priorities include Durham PreK evaluation, Response to COVID-19, Emergent Bilingual Learners, Cultural and Racial Competency and Trauma Informed Practices



Governance Committee

March 17, 2022

Welcome

Durham PreK Governance Committee

- Introductions - In the chat box, please type the following:
 - Your name
 - Your agency/organization/program if applicable
 - Your title/role
 - Anything that might be helpful for the group to know about you
- Welcome to Governance Durham's County Manager,
Dr. Kimberly J. Sowell



Virtual Meeting Protocols

- Mute unless speaking
- Camera on if feasible
- Use chat box at any time for comments and questions
- Be patient with technical challenges
- If you have to leave early, message Melinda via chat box

Durham PreK Governance Committee

Meeting Objectives:

- Approve meeting notes for Nov 2021 and Jan 2022
- Share Program Updates; Meet Technical Assistance Team
- Consider Bonus Pay for Instructional Staff
- Review and Discuss the Landscape for Wrap Care
- Confirm 2022 - 2023 Meeting Dates





Governance Committee Notes

**Review notes from November 2021 and
January 2022**

Approve meeting notes

Durham PreK Program Update





★ DURHAM PREK ★

2022-2023
Application Open



Program Review

- Quality Subcommittee Meeting Update
- Introduction of TA Team Members



Durham PreK TA Team



Beverly Williams
TA Manager
CCSA



Nita McAdoo
Lead TA Specialist
CCSA



**Kamika
Henderson**
B-K TA Specialist
CCSA



Shawn Shefte
B-K TA Specialist
CCSA



Durham Pre K TA Team – TS Gold



Maggie Connolly

Instructional Support TA Manager
CCSA



Susannah Savage

NC Pre-K Teacher Quality Specialist
Durham's Partnership for Children



Bonus Pay Review

Teacher Qualifications and Pay Raises

Qualifications:

- Currently 34 Durham PreK Teachers
- 21 have a BK license

Raise:

- 1% raise for teachers with 0 years of experience
- 4% for years 1-8,
- 3% for years 9-15,
- 1% for years 16-24,
- 5% at year 25 and 1% for year 26+



Bonus Pay Review

Current Teacher Salaries:

	Standardized Hourly	Annual
Average	\$27.73	\$47,697
Median	\$28	\$48,160
Range	\$20.62 - \$34.72	\$35,464 - \$59,718

B-K licensed minimum salary is \$23.92/hour or \$41,135/year



Bonus Pay Review

Current Teacher Assistant Salaries:

	Hourly	Annual
Average	\$16.23	\$27,907
Median	\$15.99	\$27,501
Range	\$15 - \$20.52	\$25,800 - \$35,300

Required minimum is \$15.00 per hour



Bonus Pay Review

DPS Bonus Pay:

- A federally-funded \$1,500 retention bonus in March 2022, and a second \$1,500 bonus will be issued in October 2022

NC PreK:

- DPFC has stated that if a bonus is paid to DPK classroom staff then they will also plan to issue a bonus



Review of the SY 2022 Hazard Bonus Pay

- Recipients of hazard pay in June 2021 were surveyed in November
- Teachers and teacher assistants received a payment of either \$1834.62 or \$917.31 (based upon how much of the year they worked in-person in DPK classrooms)
- 25 of 65 hazard pay recipients responded to the survey (38%)

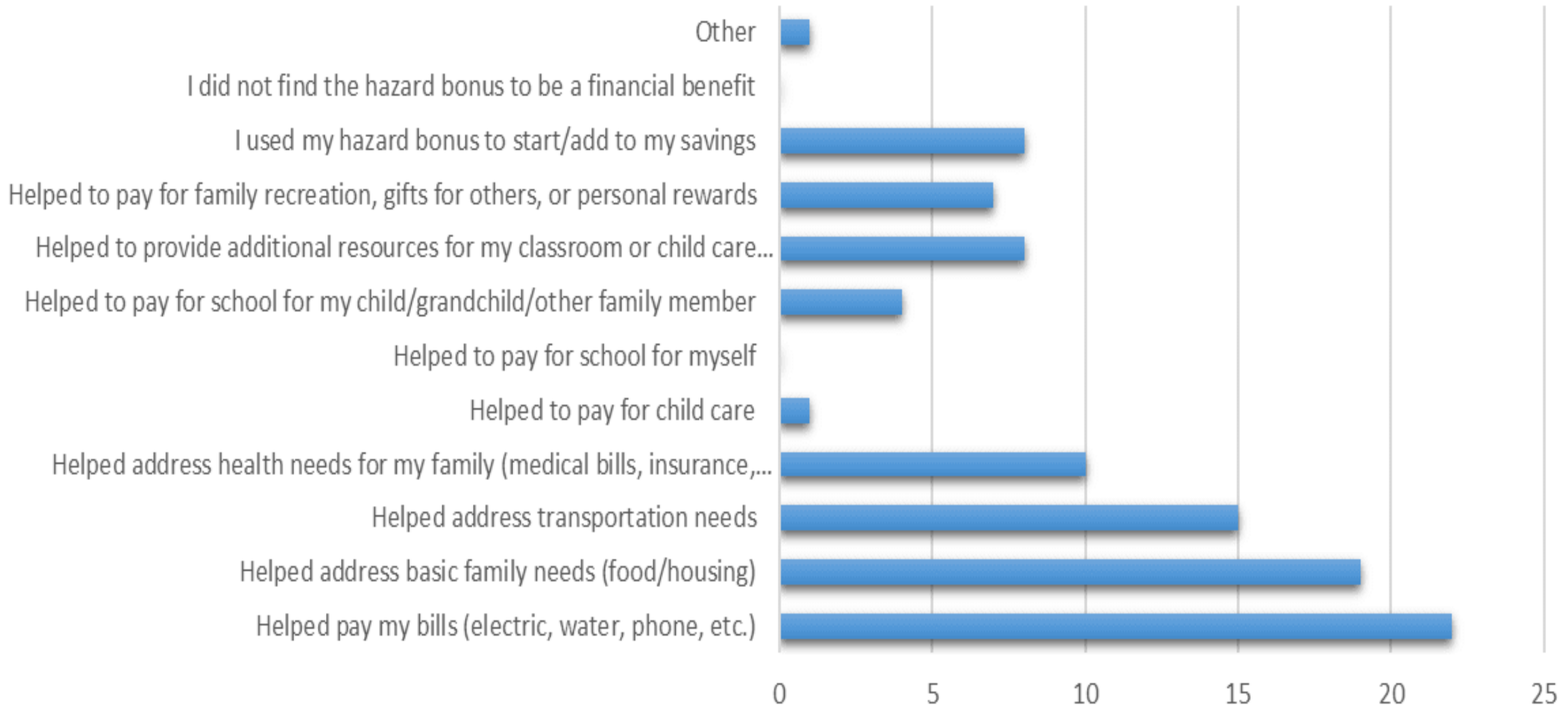


Findings

- 96% - working in the same PreK site as they were in May of 2021
- 96% - felt more appreciated & recognized for their work
- 92% - felt more satisfied with their job
- 100% - helped ease their financial stress
- 88% - bonus encouraged them to stay with their current program



Financial Impact of Hazard Bonus Pay



Bonus Pay Review

- **Vote on Proposed Bonus Pay for SY22**
 - If approved, bonus would come from available funds
- **Decision Points if Bonus is Approved**
 - Pay an equal bonus for teachers and teacher assistants?
 - Account for previous bonuses in funding calculations?
 - Pro-rate for length of service?

Durham PreK Governance Committee Meeting

5 Minute
BREAK



Durham PreK Management Contract for SY 2021-22

- **DPK Management Scope of Work includes a review of the need for wrap care services**
- **Equity issue identified by the Quality Subcommittee's work on the DPK Equity Plan**



Durham PreK Wrap Care Position Paper

- **Wrap-Around Care as Part of Durham's Commitment to Equity**
- **How the Pandemic Has Re-shaped the Landscape**
- **National, State, and Local Wrap-Around Care Delivery**
- **Local Parental Need for Full Day Care**
- **Local Provider Capacity for Full Day Care**
- **Recommendations**



Wrap-Around Care as Part of Durham's Commitment to Equity

- **Durham Pre-K's Equity Plan** – Outlines both Durham County and Durham Pre-K's goals for achieving equity
- **Alignment with State and Local Educational Equity Goals** – illustrates alignment with NC's and Durham's Early Childhood Action Plans as well as the Leandro recommendations
- **The Link Between Equity and Quality** – supports racial and socio-economic diversity as an element of quality
- **Threats to Equity** – considers the factors that may challenge the achievement of desired equity in Durham County



How the Pandemic Has Re-shaped the Landscape

- **Women and Mothers in the Workforce** – compares employment trends immediately prior to the pandemic and more recently
- **Child Poverty on the Rise** – examines how the expiration of the expanded child tax credit and other economic stimuli have impacted child poverty
- **Social-Emotional and Academic Setbacks for Children** – looks at signs of children's distress during the pandemic and subsequent learning delays
- **The Need for a National Response** – illustrates how the definition and implementation of wrap-around care varies across the country and considers how working parents with young children need national legislation to address care needs



National, State, and Local Wrap-Around Care Delivery

- **Pre-K Around the Country** – looks at state programs similar in quality and “dosage” to pre-K in North Carolina as well as unique or interesting features of certain city/county programs around the country
- **Pre-K in North Carolina** – offers general history and description of NC Pre-K
- **Comparable Programs to Pre-K in Durham County** – describes pre-K programs in all NC counties with populations of 250,000 or higher
- **Local Wrap-Around Care Delivery** – lays out model, funding, and delivery of wrap-around care in Durham County



Local Parental Need for Full Day Care

- **Parent Need by the Numbers** – looks at indication of wrap-around care need in the Durham Pre-K application data for academic year 2021-2022
- **Parent Voices** – features interviews with parents who applied or plan to apply for Durham Pre-K for the 2021-2022 and 2022-2023 academic years and considers what factors potentially help or hinder full-time working parents' ability to accept a pre-K seat.
- **Parallel Need in the Public Schools** – seeks to illustrate wrap-around care planning and needs of the public school system for families in both pre-K and elementary grades



Local Provider Capacity for Full Day Care

- **The Supply and Demand Paradox**– considers how the timing of seat offers and means testing may work against parents who need full-time care and providers who would like to offer it
- **Provider Feedback** – examines survey results and commentary from participating pre-K providers on service reliability and factors that help or hinder their planning, as well as operational capacity for full-time care among pre-K providers
- **Staffing Capacity as a Larger Workforce Issue** – considers how larger trends in the early educator workforce and enrollment in early education degree programs affect providers' capacity to offer wrap-around care service



Recommendations

- 1. Stabilize Demand for Wrap-Around Care**
- 2. Amend the Way Wrap-Around Care Is Reimbursed**
- 3. Strengthen Pathways to the Early Childhood Profession with Equity in Mind**



Stabilize Demand for Wrap-Around Care

- Elevate wrap-around care need in selection criteria.
- Streamline services and eliminate means-testing.



Amend the Way Wrap-Around Care Is Reimbursed

- Pursue priority with the local DSS child care voucher program.
- Allow CCSA's Child Care Scholarship program to redirect Smart Start subsidy dollars for NC Pre-K seats into "extended day" seats.



Strengthen Pathways to the EC Profession with Equity in Mind

- Partner with local early childhood degree programs to place students in pre-K classrooms.
- Tap into T.E.A.C.H. Early Childhood® North Carolina scholarship programming to create pathways to degree attainment and support recruitment of a representative workforce.



Next Steps

- Draft Written Report will be Sent to Governance by April 1 for Feedback
- Report will be Reviewed by Quality Subcommittee
- Final Report will be Published to the Community
- Funding for a Two Year Wrap Care Pilot for SY 2022 – 2023 and SY 2023 - 2024
- Report Lessons in May 2024
- Scale Up for School Year 2024 - 2025

Proposed Meetings for Next School Year

3rd Thursday every other month, 9:30-11:30

- **September 15, 2022**
- **November 17, 2022**
- **January 19, 2023**
- **March 16, 2023**
- **May 18, 2023**

Tentative summer dates:

July 21 OR August 4, 2022



A photograph of two young girls in a classroom. The girl on the left is wearing a grey sweatshirt with a panda graphic and a colorful patterned face mask. She is holding a red flashlight that is turned on. The girl on the right is wearing a blue and white striped shirt and a pink floral face mask. She is also holding a red flashlight. In the background, there is a bulletin board with various papers and a window.

**Next Meeting
May 19, 2022**

- **Conflict of Interest Forms will be sent to you over DocuSign**

- **Nominations for Officers**

Adjournment