

Durham PreK Governance Committee Meeting NOTES

November 17, 2022 (9:30 – 11:30)

The meeting was live streamed on the Durham PreK You Tube Channel and conducted on Zoom

In Attendance, listed in random order:

Voting Members: Dr. Iheoma Iruka, Leigh Bordley, June Shillito, Joy Spencer, Kate Goodwin, Xavier Cason, Michelle Lynn, Dr. Wykeshia Glass, Cathy Collie-Robinson, Sharon Hirsch, Dr. Nakia Hardy, Beth Messersmith, Deric Boston

Non-voting Members: Dr. Kristi Snuggs, Dr. Linda Chappel, Tosh Adams, Cate Elander, Jena Fuchs, Brittany Gregory, Monnie Griggs, Joy Turner, Katie Thayer, Jena Fuchs, Tammorah Mathis

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none"> • Welcome and Introductions. <ul style="list-style-type: none"> ○ Welcome to newly appointed Governance Members- <ul style="list-style-type: none"> ▪ Joy Spencer, current DPK parent and Executive Director of Equity before Birth; ▪ Kezia (Kate) Goodwin, founder and president of Truth Educational Foundation as well as the owner of Kate’s Korner Education Service and Kate’s Korner Learning Center. ○ Welcome new CCSA President: Dr. Kristi Snuggs who joins us from her tenure as Assistant Director of the NC Division of Child Development and Early Education. ○ As we have done in previous meetings, we are rotating team members from partner agencies working to support DPK. This round included introductions from the CCSA Payment and Provider Relations Team- <ul style="list-style-type: none"> ▪ Joy Turner, Director of Data and Provider Relations ▪ Katherine Brandt, Provider Supplements and Data Manager ▪ Rachel Osborne, Provider Supplements and Data Coordinator ○ YouTube livestream ○ Attendance reviewed and meeting quorum verified
Meeting Objectives	<ul style="list-style-type: none"> • Approve meeting notes from September 15, 2022 • Update members on payment guidelines • Share program updates • Inform members of apprenticeship project for DPK • Receive input for planning a Community Convening event in 2023

	<ul style="list-style-type: none"> Review and collect recommendations on an Outreach Business Toolkit
Action Taken	<ul style="list-style-type: none"> Governance approved the meeting notes from September 23, 2022
Payment Guidelines	<ul style="list-style-type: none"> At the September meeting, Governance voted to ask Durham County for additional funds to support payment on allocation versus attendance for the entire school year as a strategy to stabilize the ECE system. This was in response to DCDEE’s announcement at the beginning of the school year that they would pay on allocations for NCPK from Aug-Oct. Dr. Chappel shared that thanks to the strong support from Durham’s County Commissioners and County Manager, the request was honored and our funding increased by \$450,000. Our new instructional budget is \$4,245,991. Payment on allocations will come with administrative challenges but the support it will give to providers is well worth the added effort. At our January 2023 Governance meeting, we will review payment strategies for future school terms. Kate Goodwin applauded collaboration and efforts of Durham County. Sharon Hirsch recommended that Governance members send thank you notes to County Commissioners. Leigh Bordley agreed with that suggestion.
DPK Updates*	<ul style="list-style-type: none"> Enrollment of DPK seats is at 88% We’ve accepted 1,850 applications for the current school year. 976 families have accepted their placements through our online portal. Enrollment continues on an ongoing basis. Families on the waitlist are there voluntarily to get into a preferred site. Family support department continues to have a high volume of contact with families. In October, they had 878 contacts with families, assisting with the application and placement process. Our texting platform currently has 705 subscribers, a 44% increase since June. The DPK outreach committee continues to attend a number of community events around Durham County. They’ve been working on strategies to engage with the business community and have drafted a business toolkit. Our social media, website, and newsletters continue to see strong traffic. Our newsletters have over 2,500 subscribers. Our monthly directors’ meetings include a leadership development series to give directors opportunities to brainstorm and learn from one another. We continue to work with sites striving to be a part of DPK, helping them build capacity for quality. We are currently working with 5 classrooms and are in the process of recruiting more. Members were asked to let us know if they would like any other updates from us going forward.
Apprenticeship Program	<ul style="list-style-type: none"> A substantial private donation of \$150,000 has been received to fund a pilot apprenticeship program. CCSA will pilot the model in Durham and in Charlotte. Up to 10 apprentices and two mentors will be served in Durham PreK with an additional

	<p>10/2 in Charlotte at the Charlotte Bilingual Preschool. This program aligns with the DPK Equity Plan and is another strategy to support a quality ECE workforce. It will include the following components:</p> <ul style="list-style-type: none"> ○ A Paid Position ○ On-the-Job Training ○ Related Technical Instruction ○ Mentorship ○ Earn Credentials <p>Discussion:</p> <ul style="list-style-type: none"> ● Leigh Bordley- asked what incentives we have to retain teachers who participate in the apprenticeship program. Linda mentioned the salary bonuses we’ve been able to provide for the last few years. Respect, support, and work culture seems to be the most impactful for retaining staff. We want to make sure we prioritize different strategies. ● Kate- we talk about salary a lot but we also need to consider the staff schedules. We need to promise the hours. Linda explained that DPK classrooms are contractually obligated for their staff to work 40 hours/week and we monitor programs and work with them closely to ensure that staff schedules are meeting our contractual obligations. ● June Shillito asked what level of education is needed for staff to be enrolled in the program. Linda explained that this particular proposal will focus on AA attainment or higher. June said that younger candidates don’t seem interested in pursuing higher education. ● Brittany Gregory mentioned student loans being a barrier, especially when compared to the wages they’d be receiving. She also mentioned the federal student loan forgiveness program not necessarily extending to child care. Linda mentioned an apprenticeship program she learned about this week is helping some participants clear some old bills so they’re able to re-enroll in certain institutions. Kristi mentioned that providers can use stabilization grants to invest in their teacher’s student loan debts and/or to support their continuing education. She also mentioned TEACH scholarships and community colleges that are creating multiple pathways that we should consider as well. ● Dr. Kristi Snuggs mentioned that 30 million dollars from work force center will be used to fund innovative strategies so that work will also help inform our strategies
Breakout Discussions	<ul style="list-style-type: none"> ● The group split into three groups to discuss the Community Convening and DPK Outreach Toolkits. The following takeaways were shared with the large group:

	<ul style="list-style-type: none"> ● Community Convening <ul style="list-style-type: none"> ○ Grounding the conversation in parent feedback and celebrations of what we've accomplished. Why this work is so important, the early years, keeping families engaged. ○ Resources, infographics, multi-media, data walk, small group discussions. Telling our story, where we started, where we're at, challenges and successes. ○ Providing child care and the logistics around that, requiring pre-registration in order to collect information up front and have a waiver signed. ○ During the pre-registration, ask community members what they want to hear. ○ Food! ○ Hearing the voices of parents and providers engaged in the program. ○ The importance of helping people leave with tangible ways to engage or support the program. ○ Helping people understand more about some of the challenges and hearing from them more about that. ○ Benefits of teacher compensation. ○ Data on zip code and demographics. ○ Asking participants how they want to see the program grow to meet some of the needs. ○ Governance members are invited to join the planning committee. ● Business Toolkits- <ul style="list-style-type: none"> ○ How do we connect with larger institutions/entities in the community for financial support? ○ Support for integrating fundraising opportunities ○ Suggestion to look at expanding the explanation in the beginning of the toolkit to further explain why investment in prek is so important and beneficial to the community. ○ Look at the Raising NC campaign for ideas on language and messaging ○ Attempt to re-engage with Duke University Community Affairs
Summary and Adjournments	<ul style="list-style-type: none"> ● Leigh urged everyone to please check out the recent DPK report on wrap care services, Toward Equity in Durham PreK Addressing the Accessibility of Wraparound Care as a Barrier to Universal PreK in Durham and gave kudos. Linda mentioned that as with the equity plan, this work is being integrated across all of our systems and though we know we can't fix the wrap around care issues quickly, this is a starting point. ● Reminder to review the Future Meeting Dates 9:30am – 11:30am <ul style="list-style-type: none"> ○ January 19, 2022, March 16, 2022, May 18, 2022

*** Agenda items with handouts**