

Durham PreK Governance Committee Meeting NOTES

Jim and Carolyn Hunt Early Childhood Resource Center

September 13, 2019 (9:30am – 11:30am)

In Attendance: Marsha Basloe, Leigh Bordley, Chatiba Bullock (for Terry David), Dr Linda Chappel, Drew Cummings, Wykeshia Glass (phone), Dr. Nakia Hardy, Dr. Iheoma Iruka, Tammy Jacobs, Danielle Johnson, Dr. Alex Livas-Dlott, Karen McLeod (phone), Beth Messersmith, Melinda Rodriguez, Katie Thayer, Joy Turner, and Darnella Warthen

Absent: Peggy Ball, Cathy Collie-Robinson, Herbert Davis, Wendell Davis, Anna Gassman-Pines, Michelle Lyn and Ben Rose

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none"> • Board Chair, Iheoma Iruka welcomed committee members • Committee members briefly introduced themselves to the group
Review Agenda and Meeting Notes*	<ul style="list-style-type: none"> • Committee members reviewed the agenda and July 25, 2019 meeting notes
Action Taken	<ul style="list-style-type: none"> • Committee members approved meeting notes for July 25, 2019.
General Durham PreK Update*	<ul style="list-style-type: none"> • Initial child selection began in mid-July with continued rolling admission • School began August 26th with some preschool classrooms starting the following week • Exits and enrollments are still active <ul style="list-style-type: none"> ○ For November’s meeting data on enrollment will be on the agenda • Last year for the Technical Assistance pipeline we contracted 18 programs. At the beginning of this school year we have 10 programs contracted. The reductions in number were from programs in the pipeline last year moving to active Durham PreK programs this school year • Durham PreK is supporting 26 classrooms in 15 different locations • Launched Teacher Talk Newsletter in August 2019. Bi-monthly newsletter for early educators • Community Connections Newsletter targeted to parents and the community will launch in late fall • Durham PreK website is launching in early October. Collaborative process between the County, DPFC and CCSA <ul style="list-style-type: none"> ○ Interactive maps with Durham PreK site locations ○ Will provide more information and resources to parents and providers

<p>Report from Quality Subcommittee</p>	<ul style="list-style-type: none"> • In October we will review the final family engagement requirements for NC Pre-K and identify any additional requirements for Durham PreK • For the November's Governance meeting we will present on Durham PreK's family engagement requirements • The next area of focus for the Quality Subcommittee is supporting children with unique needs. What are current policies and standards? What will be the standards and policies in supporting children with unique needs for Durham PreK? • The Quality Subcommittee is comprised of governance members and members of the community, parents and pediatricians • The next Quality Subcommittee meeting is October 21, 2019
<p>Review of Universal Pre-K Application Pool, 2019 - 2020</p>	<ul style="list-style-type: none"> • 853 completed applications as of July 22, 2019 • According to self-reported data 36% of the applicant pool are Latinx. 27% indicated Spanish as their home language • Some feedback we received for the over-income families is that they turned down the seats because the fee was too high. <ul style="list-style-type: none"> ○ It's a ¾ day program and some families have to pay for extended care ○ When combined, the parent fee combined with the extended care fee may have been too high for some families to pay • Some additional feedback received are some families turned down their seat because of the location of their Durham PreK placement and others turned down the seat because of lack of transportation. • Some sites do not offer extended care. • We are going to survey parents and may do a parent focus group on the enrollment process. We will gather the data and report to the Governance Committee our findings. • For the November Governance meeting, it was requested that we report how many families received their first choice of a preschool? And of those, how many parents declined? • Homelessness – When we analyze the actual enrollments we will take a closer look at this population to see how many we are serving. <ul style="list-style-type: none"> ○ Self-reporting, the enrollment number looks low, possible reason is how the applicant is defining the term homeless. If they are living with a relative, do they consider themselves homeless, etc.? ○ We need to be clear how we define homelessness ○ Families are transient so the percent of homelessness is always changing ○ There is still a stigma in the community about reporting homelessness <ul style="list-style-type: none"> ▪ Families may fear being reported to DSS • Transportation is a barrier for families <ul style="list-style-type: none"> ○ DPS does not provide transportation. Head Start does not offer transportation, but offers bus passes. ○ A small number of private child care programs offer transportation • For analysis of census data, include the age range of population

<p>Durham PreK Teacher Compensation Support Payment</p>	<ul style="list-style-type: none"> • Originally the Governance committee passed a teacher supplement payment • Our current salary supplement pays 80% of the difference between the lead teacher’s years of experience and the base year to the service provider for all teachers with 3 or more years experience • Proposing to change the terminology, instead of using “Teacher Supplement Payment” we can use “Compensation Support Payment” • Proposing to implement a graduated scale that begins at 0 years experience to support equitable pay of teachers <ul style="list-style-type: none"> ○ Start at 5% of total salary at 0 years experience • The state has an amount they pay teachers; many local communities add to the state salary with a supplement. • We require for Durham PreK teachers be paid at the DPS scale • Discussion by the group about the need to consider the site directors. There was feedback that it will be good practice to also think about site leadership. Potential to cause friction if a teacher is being paid more than the Director. <ul style="list-style-type: none"> ○ As we increase the capacity of the teacher it will permeate the whole system ○ Technical Assistance around business modeling will help to address some of those critical issues ○ At some point we will have to address this issue because it can cause providers not to participate in the program • The market rate for subsidy has gone up <ul style="list-style-type: none"> ○ We will have to take a closer look into the subsidy reimbursement rates and what NC is doing to improve rates per child • For Head Start and DPS, what are the costs of running a preschool program and how are those funds allocated? At the November meeting we want to learn more from these groups around their services and resources • Head Start leader shared – our struggle is the public school system and how they are paying their teachers. Durham Head Start lost many teachers this year to DPS. Across the Head Start program, the administrator, CH-TOP tries to pay comparable to DPS so most of their funding is going into teacher salaries and retaining quality teachers.
<p>Action Taken</p>	<p><u>Parking Lot/Next Steps</u></p> <ul style="list-style-type: none"> • For the November meeting DPS and Head Start will present on their funding model and allocations • Motion to approve the proposed graduated scale teacher compensation support payment. The new model was approved and will be adopted with the October payment cycle
<p>Durham PreK Partners Collaboration Overview</p>	<ul style="list-style-type: none"> • Durham PreK Enhanced – all students qualify for NC Pre-K, Head-Start or Title I and Durham PreK enhances their funding • Durham PreK only – A classroom only funded by Durham PreK funds • Durham PreK Blended – Classroom that blends Durham PreK Enhanced seats with Durham PreK only seats. • The goal is for Durham County money to be spent last • Identify what sources are available for each seat

	<ul style="list-style-type: none"> • Title I funding for DPS does not only go towards pre-K. There are other needs for the federal dollars as the fiscal responsibility is to serve from 4 year olds to 22 year olds. DPS tries to balance the fiscal needs of all with most of Title I funds going to elementary schools. • We have two scheduled meetings with a professional facilitator, DPS, CCSA, Head Start and Durham’s Partnership for Children (DPfC) on the Universal Application Process <ul style="list-style-type: none"> ○ Private child care representative shared that private community based organizations would also like to be at the table. They would like to be involved in the conversations. The private community feels like they are handed down decisions instead of being a part of the discussion. • Technical Assistance <ul style="list-style-type: none"> ○ CCSA – Durham PreK → weekly TA with teachers, bi-weekly TA with Directors, professional development opportunities for teachers and directors ○ DPfC – NC Pre-K → TA for Creative Curriculum and TS Gold, professional development opportunities and family engagement implementation support • Durham PreK Management contract pays for 2.5 FTEs technical assistance specialists (TAs). <ul style="list-style-type: none"> ○ Quality improvement specialist ○ Birth to Kindergarten specialist, licensed BK teacher ○ CCSA parcels work time from 2 additional TAs ○ Partial time is allocated for a TA manager for DPS intensive TA ○ Each site has a quality improvement plan and the TA is tailored to that program
Action Taken	<ul style="list-style-type: none"> • Report back to Governance on the management plan.
Durham PreK Governance Retreat	<ul style="list-style-type: none"> • Governance Committee Retreat on January 23, 2020 • Mediated by a professional facilitator • Feedback from members that 5 hours may be too long for continued positive engagement <ul style="list-style-type: none"> ○ Charge the team to think of the agenda in a segmented way
Summary and Adjournments	<ul style="list-style-type: none"> • Next Meeting November 13, 2019 9:30 -11:30

** Agenda items with handouts*