

Durham PreK Governance Committee
Quality Subcommittee Meeting Notes
 May 13, 2021 (10:30am – 12:00pm)

In Attendance: Leigh Bordley, Cathy Collie-Robinson, Cate Elander, Wykeshia Glass, Monnie Griggs, Dore Laforett, Jennifer Lacewell, Alex Livas-Dlott, Beth Messersmith, Melinda Rodriguez, Brenda Williamson

Shelia Aria, Leigh Bordley, Bonnie Delaune, Cate Elander, Wykeshia Glass, Monnie Griggs, Jennifer Lacewell, Alex Livas-Dlott, Melinda Rodriguez, Katie Thayer, Jameka Wells

What	Notes
<ul style="list-style-type: none"> ▪ Welcome ▪ Agenda Review 	<ul style="list-style-type: none"> ▪ Reviewed meeting agenda
<ul style="list-style-type: none"> ▪ ECAP Update by Cate Elander 	<ul style="list-style-type: none"> ▪ Developing Durham’s Early Childhood Action Plan (ECAP) <ul style="list-style-type: none"> ○ ECAP Vision – “All North Carolina children will get a healthy start and develop to their full potential in safe and nurturing families, schools and communities.” ○ 12 Durham ECAP Goals <ul style="list-style-type: none"> ➤ Healthy <ul style="list-style-type: none"> • Healthy Babies • Preventive Health Services ➤ Safe and Nurture <ul style="list-style-type: none"> • Safe and Nurturing Relationships • Permanent Families for Children in Foster Care • Social-Emotional Health and Resilience ➤ Learning and Ready to Succeed <ul style="list-style-type: none"> • Reading at grade level • On Track for School Success • High Quality Early Learning ➤ Basic Needs <ul style="list-style-type: none"> • Food Security • Safe and Secure Housing • Family Essentials

	<ul style="list-style-type: none"> ▪ A community-wide effort. <ul style="list-style-type: none"> ○ 4 ECAP Workgroups ▪ 21 Durham ECAP Recommendations ▪ Committee reviewed sets of draft strategies: <ul style="list-style-type: none"> ○ Sustainability, Access and Affordability of Childcare <ul style="list-style-type: none"> ➤ Invest in a Sustainable Child Care System to Provide High Quality, Developmentally-Appropriate Early Learning Experiences that are Accessible to All ○ Kindergarten Transition <ul style="list-style-type: none"> ➤ Develop A Coordinated Transition Between Early Childhood Education and K-12 Education ○ Early Childhood Workforce <ul style="list-style-type: none"> ➤ Ensure Early Childhood Professionals Across Sectors are Respected, Well-Compensated, Highly Trained and Reflect the Communities They Serve
<ul style="list-style-type: none"> ▪ Reviewed Meeting Notes 	<ul style="list-style-type: none"> ▪ Reviewed meeting notes from March 11, 2021. Motion to approve meeting notes.
Action Taken	<ul style="list-style-type: none"> ▪ The Quality Subcommittee approved the meeting notes from March 11, 2021.
<ul style="list-style-type: none"> ▪ Durham PreK Update 	<ul style="list-style-type: none"> ▪ Durham County Budget recommends 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"> ▪ Planning with NC Pre-K to spread DPK only spaces across the county to meet parents' needs and to create more income diverse classrooms. ▪ SY21-22 DPK provider contracts in June of 2021
<ul style="list-style-type: none"> ▪ Durham PreK Newsletters and Intern Project 	<ul style="list-style-type: none"> ▪ Community Connections and Teacher Talk Newsletters <ul style="list-style-type: none"> ▪ Breaking stereotypes in the PreK Classroom ▪ Summer Resources for Families and Teachers ▪ Durham PreK spring Student 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"> ▪ Durham PreK SY21-22 Surveys 	<ul style="list-style-type: none"> ▪ NCPK/DPK Teacher and Director Surveys <ul style="list-style-type: none"> ▪ Emailed to 110 teachers and 29 directors ▪ Sent May 5th and will close on May 26th ▪ NCPK/DPK Families Satisfaction Survey <ul style="list-style-type: none"> ▪ Emailed to 622 families on May 10th

	<ul style="list-style-type: none"> ▪ Will follow up with phone calls to support survey completion beginning May 17th ▪ Survey will close at the end of May
<ul style="list-style-type: none"> ▪ Durham PreK SY21-22 Application 	<ul style="list-style-type: none"> ▪ Online application released February 15, 2021 ▪ Families can complete the application independently <ul style="list-style-type: none"> ▪ Available in English and Spanish ▪ Virtual application appointments available ▪ As of 5.11.21 – 983 applications started
<ul style="list-style-type: none"> ▪ DPK SY 21-22 Family notifications 	<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"> ▪ Durham PreK Equity Plan 	<ul style="list-style-type: none"> ▪ Reviewed draft equity plan, identified revisions, approved SY 21-22 Equity Plan to present to DPK Governance committee at May meeting ▪ Durham PreK’s Quality Subcommittee has undertaken the work to draft a Durham PreK SY 21-22 Equity Plan as well as draft long-term goals to ensure equitable policies and practices for Durham PreK ▪ Identified 4 areas of focus for DPK’s equity plan <ol style="list-style-type: none"> 1. To support access for before and after care for families <ul style="list-style-type: none"> ▪ Remove the barrier to pre-k enrollment by supporting families’ access to before and after care for families 2. Increase the number of Spanish-speaking teachers of Latinx/Hispanic background <ul style="list-style-type: none"> ▪ Ensure that teachers in Durham PreK represent the diverse student population they teach, including their language diversity 3. Develop an equity-based professional development plan for teachers and directors <ul style="list-style-type: none"> ▪ Ensure that Durham PreK teachers and directors incorporate equitable, culturally and linguistically competent and anti-racist practices in their Durham PreK classrooms and programs 4. Support the development of anti-racist pre-k curriculum/lesson plans for Durham PreK classrooms <ul style="list-style-type: none"> ▪ Ensure that Durham PreK teachers incorporate anti-racist pre-k curriculum and lesson plans that promote positive racial and ethnic identity

- Strategies
 - Provide incentives/monetary support for programs that offer before and after care for families
 - Support programs in staffing before and after care by helping host a job fair
 - Support programs in paying for transportation services for families that need before and after care
 - Support families by providing funds for before and after scholarships as those funded through Smart Start for NC Pre-K families. Additional county funds can support more families below 20% FPL and those families between 200% and 300% FPL
- **Conversation Highlights**
 - Must be eligible for general scholarship to receive before and after care. Both parents must be active 30 hours per week work/school.
 - Review and revise general CCSA scholarship guidelines for eligibility for the before and after support for Durham PreK and NC Pre-K families.
 - Add information about transportation and why it was not included in plan – supporting wrap care more viable
 - Supports program attendance
 - Strategies for parents to get transportation to events/programs so they can be more engaged and involved.
 - Durham Tech can utilize their career services center to support an early childhood job fair
- Provide incentives/monetary support for programs that hire Spanish-speaking teachers of Latinx/Hispanic backgrounds
- Provide incentives/monetary bonuses to Spanish-speaking teachers of Latinx/Hispanic backgrounds
 - Support funding for WAGE\$ scholarships
- Support GED completion for Spanish-speaking parents and community members interested in a career in early childhood education
- Develop a cohort and provide full scholarships for Spanish speaking teachers and/or interested early educators of Latinx/Hispanic backgrounds to complete their AA in early childhood education at Durham Tech
 - Tuition for AAS in early childhood education at Durham Tech costs \$5,396. Scholarships should include tuition in addition to books and tutoring support
- Provide scholarships for Spanish-speaking teachers of Latinx/Hispanic backgrounds to complete their Birth-to-Kindergarten license
 - Support funding of T.E.A.C.H. scholarships

	<ul style="list-style-type: none"> ▪ Develop and implement a comprehensive equity focused professional development plan with pre-k partners for teachers and directors <ul style="list-style-type: none"> • Fee for providing anti-racist/equity training typically ranges between \$650 to \$750 per hour ▪ Apply for grant funding to support equity training for Durham PreK teachers and directors ▪ Provide a financial incentive for teachers and directors to join a community of practice focused on equity and culturally and linguistically responsive practices
<ul style="list-style-type: none"> ▪ Quality Subcommittee SY21-22 	<ul style="list-style-type: none"> ▪ Potential Meeting dates <ul style="list-style-type: none"> • September 9, 2021 10am-12 noon • November 11, 2021 (This is Veteran’s Day, we will find a substitute date) • January 13, 2022 • March 10, 2022 • May 12, 2022 ▪ November – May meeting times to be determined by Subcommittee members at the September meeting
<ul style="list-style-type: none"> ▪ Next Steps 	<ul style="list-style-type: none"> ▪ Next meeting, Thursday, September 9, 2021 10am – Noon