

Organization: Asheville Buncombe Technical Community College  
Project: Blazing Trails: Early Childhood Collegiate Support Program  
Email: sponsoredprograms@abtech.edu

1. What are the 5 degree programs you have? A.A.S. Early Childhood Education Non-Transfer Work-Force degree, A.A.S. Early Childhood Education Transfer Licensure degree, A.A.S. Early Childhood Education Transfer Non-Licensure degree, A.A. Teacher Preparation, A.S. Teacher Preparation. We also have two certificate programs, which are the Early Childhood Certificate and the Infant/Toddler Care Certificate.
2. Please explain the program staffing made - how many faculty, how funded, what general job duties they have.

We currently have three full-time faculty members and are in the process of hiring a fourth faculty member for the Dogwood Health Trust grant position.

Tamara Reynolds, Department Chair, 12-month faculty, funded by A-B Tech – Tamara teaches 24 contact hours per year including the practicum course, advises early childhood and teacher prep students (approximately 240 advising sessions for Fall 2022 and Spring 2023), hires and supervises all faculty members, plans course schedules and assigns course loads, and selects and orders textbooks. She is budget manager for the department, responsible for all college and accreditation reporting for the department, and serves on the college's Compliance and Accreditation Committee and the Sustainability Committee. Tamara participates in various state and local committees and organizations, including NC ACCESS, Buncombe County NC PreK, Southwestern Child Development Commission Program, Asheville-Buncombe Preschool Planning Collaborative, Land of Sky NC PreK Workgroup.

Jodi York, 10-month faculty, funded by A-B Tech – Jodi started with A-B Tech on September 1, 2022. She teaches 17-22 contact hours per semester including two lab courses (currently teaches an overload of 23 contact hours for Spring 2023), serves as the department liaison to Buncombe County Schools for student lab placements, and advises early childhood and teacher prep students. Jodi serves on college, state, and local committees and organizations, including NC ACCESS, Buncombe County NC PreK Site Selection Subcommittee, and Asheville-Buncombe Preschool Planning Collaborative.

Tom Heffner, funded through June 30 by Buncombe County Early Childhood Education and Development Fund – Tom started on February 1, so he is not teaching any courses this semester. He is focusing on outreach, recruitment, curriculum development, and student support. So far, Tom has met with all public high schools in Buncombe and Madison Counties. He has made presentations to the CTE Early Childhood and Child Development Classes, and met with administration about our programs. Tom has also met with directors at multiple child care centers in the county, including the Goddard School, Asheville JCC, Head Start, and the YWCA. He is beginning his outreach to community organizations and has an upcoming presentation to the Rotary Club Planned. So far, Tom has spoken with 76 potential students. In addition, faculty refer struggling students to Tom and then he meets with them one-on-one to provide support as needed.

We are in the process of hiring a full time, 12-month faculty member funded through the Dogwood Health Trust Grant. This faculty member will be responsible for recruiting and advising a cohort group of up to 60 students over the course of the grant. This cohort will meet in-person in the evening to complete our Early Childhood Certificate program. The faculty member will develop and teach the "remedial" pre-course to EDU 119, teach the in-person evening certificate classes, advise students in the cohort, provide additional academic supports to students, and continually recruit for the subsequent semester's cohort group.

We have four adjunct faculty members teaching six courses for spring 2023.

3. Where is the investment/revenue by ABT in this project? Is it \$0?

The A-B Tech-funded, internal budget for our ECE program is below:

<b>Row Labels</b>	<b>Annual Budget</b>
<b>11 - State Current Unrestricted</b>	<b>164,821.00</b>
<b>32055 - Early Childhood Education</b>	<b>164,821.00</b>
513000 - FT Faculty	113,651.00
513010 - PT Faculty	-
518100 - Social Security	8,695.00
518200 - Retirement	27,845.00
518300 - Medical Insurance	13,373.00
523000 - Instructional Supplies	1,137.00
531500 - Registration Fees	120.00
<b>Grand Total</b>	<b>164,821.00</b>

4. Why are the reductions in student failure rate so low (3%) for the 3 classes when you now have double the number of faculty? A number of factors impact student success. Some of these factors are within our power to impact through increased faculty, others are not. As an open-access college, we accept and enroll students of all competencies and capabilities. Early Childhood Education, in particular, enrolls many students who do not come to us college-ready. Many come to us through our Transitional Studies Department - they are English language learners, have completed high school credentials through alternative means, or otherwise have unique challenges and barriers to their academic success. We strive to support all of our students to reach their full potential and offer a wide range of student services to provide wraparound services to help students overcome barriers. However, when setting goals and objectives for externally funded projects, we set realistic targets that we know we can achieve with the populations we serve. We also seek to under-promise and over-deliver. We know that the added supports, including a new college-preparation course in continuing education and extensive scholarship funds, afforded by the Dogwood Health Trust grant, are likely to allow us to exceed our targets. Increased outreach and recruiting will also produce a greater number of students who are college-ready. However, we do not seek to revise the targets initially submitted with our first-year funding which were based solely on the addition of one faculty member. Instead, we will demonstrate how the full range of program enhancements we have secured have enabled us to meet and exceed our initial expectations.

5. If the full-time faculty we funded last year were only hired in February 2023, how were the grant funds used for the 8 months until that time?

We were able to hire two additional adjuncts who are teaching certificate courses. That allowed us to fund three total adjuncts for fall 2022 and four total adjuncts for spring 2022. We also purchased a small number of textbooks for students in our EDU 153 Health Safety and Nutrition Course. Once we were finally able to fill the full-time position, we reevaluated the budget and have submitted and received approval for a revision to the budget to account for the delay in hiring and make meaningful investment, with our remaining funds, in supporting not only our professional development, but also that of the broader Early Childhood Education community in Buncombe County.

6. What factors do you think contribute to the high failure rate of first-semester courses? A-B Tech's Early Childhood Education program's performance is very similar to that of our peer institutions- Blue Ridge CC, Haywood CC, McDowell, and other colleges in the system for example, particularly with regard to D/F/W grades combined. All open-access institutions struggle similarly and the rationale for setting our targets at 3% serves to explain the underlying reasons for high failure rates as well. But the data don't tell the story nearly as well as the students' experiences we encounter every day.

We had two students withdraw from EDU 119 in the last two weeks because they have become homeless. One of those students did not have a computer or internet at her house even before she had to move out. This is not uncommon. We have many students who struggle to maintain secure housing, food, and other basic life needs. We refer these students to A-B Tech Support Services for resources. However, we often do not know when a student is homeless. Many times, they disappear from class, especially if they have lost their internet service, and then they stop responding to our emails and phone calls.

We have many students who are not academically prepared for college level courses. This semester, we have multiple students who either finished high school as part of the exceptional education program or who came to us from the Basic Skills/High School Equivalency program. There are students in our program who are reading on an elementary school level, and it is extremely difficult for them to successfully comprehend the material.

Close to 80% of our students are working full-time while taking classes, and about 70% of our students are currently working in childcare. Most of them begin our program because they have to take classes in order to keep their jobs in childcare and not because it was the "right" time for them to enroll in college.

Organization: Asheville Jewish Community Center

Project: Building Systems to Sustain Specialized Child, Family, and Educator Support

Email: [info@jcc-asheville.org](mailto:info@jcc-asheville.org)

[ashley@jcc-asheville.org](mailto:ashley@jcc-asheville.org)

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. How many infants do you serve?

The JCC's Hilde's House program can serve 6 infants at a time. As they age into our toddler classroom when they reach a year old, we fill the spot with another infant. Because of this we generally serve 9-12 different infants per school year.

2. Is this project related at all to the expansion of the number of infant slots?

No, we are not expanding infant slots at this time.

3. Could you clarify what constitutes specialized child care or specialized child groups?

Specialized child groups are small-group facilitated activities offered outside of the classroom by a Child Coach Specialist trained in the Nurtured Heart Approach. The Child Coach Specialist focuses on social/emotional learning, coping skill development, mindfulness, and occupational therapy-based approaches. Sessions include documentation for the families to extend the learning in the home setting. The Child Coach Specialist contracts with the JCC so we can provide the service to children at no cost to the families and during their child's regular school day. The Child Coach Specialist tailors the nature of the groups to the developmental stage and age of the children.

4. Please clarify whether the overall budget at the bottom of the budget spreadsheet is for the child care center alone or of JCC as a whole.

The overall budget on the bottom of the budget spreadsheet is for the JCC as a whole.

5. Your goal number 1 regarding specialized support by your Child Coach (and the bulk of your grant request for salary) has no commentary about how you are going to measure results.

Results for Goal #1 will be measured through the following:

- Quantitative: Provide 10-12 specialized groups per week, measured by attendance records
- Quantitative: Serve 95 children with specialized groups per week, measured by attendance records
- Quantitative: 15% of families attend monthly parent support groups, measured by attendance records
- Qualitative: Teachers report student improvement in social/emotional learning, coping skill development, and mindfulness in the classroom as a result of specialized groups, measured by verbal and written reports to ECE Program Directors
- Qualitative: Parents engage with positive responses to specialized group documentation, measured by “likes” and “comments” on Storypark documentation platform

6. I am concerned about why children under 2 have limited options for receiving Early Intervention services. Is that a systemic problem that needs to be addressed through the Infant Toddler Program?

Children who are not yet 3 and exhibit developmental needs do not qualify for services through Asheville City Schools or Buncombe County Schools. For many families, this is cost-restrictive because their other option is private pay services or interventions. We would like to deliver these skill-building sessions to the children before they reach age 3 and engage the families in becoming familiar with these tools, interactions, and interventions as soon as possible. This is important for children who exhibit developmental needs as well as children falling in the "typically developing" range. Providing families of the youngest children with parenting support is an important service that often is overlooked in education systems.

7. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

Yes. If we were fully staffed, we would have the capacity to enroll an additional 9 children in Shalom Children’s Center. Classroom sizes are currently restricted in order to ensure that we are able to meet 5-star licensed ratios with our current staff.

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[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: Asheville Waldorf School

Project: Early Childhood Enrollment Modernization

Email: b.crosswhite@ashevillewaldorf.org

b.carrell@ashevillewaldorf.org

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1. What ages are the "nursery" students?  
Nursery Students are 2.5-4.5 on September 1 of the year they attend school.
2. Is AWS a for-profit corporation or a not-for-profit corporation?  
AWS is 501C3 non-profit organization.
3. Will this project serve only Early childhood students/families?  
Early Childhood Enrollment Modernization project primarily serves Early Childhood students and families. Our current software is specifically lacking in capability for early childhood students and is why it has been selected for AWS. As this project will modernize the whole admissions system, it will also benefit the entire school as well.
4. Is the NCSEAA Opportunity Scholarship for children 0-5?  
The NCSEAA Opportunity Scholarship is available to children who have turned five by August 31  
Here is a link to <https://www.ncseaa.edu/k12/opportunity/>
5. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.  
We are a nonpublic school, whose early childhood standards are accredited by national agencies (AWSNA & WECAN). AWS is not a licensed daycare. Our nursery student day is four hours long.

We do not need extra staffing to fill the slots we have available. We have space for these students and would prefer to offer them to low income Buncombe county families.

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Organization: Asheville Waldorf School

Project: Equitable Kindergarten Access

Email: [b.crosswhite@ashevillewaldorf.org](mailto:b.crosswhite@ashevillewaldorf.org)

[b.carrell@ashevillewaldorf.org](mailto:b.carrell@ashevillewaldorf.org)

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1. The budgeted expenses for the first year do not match the first year requested amount. Please clarify.

We neglected to put the tuition expense on the form. In short we are requesting the amount not covered by the NCSEAA Opportunity Scholarship and for additional funds to market the subsidized slots, provide the education and support for families to complete the paperwork for the state sponsored scholarship and additional after care expenses for working families.

Tuition for 8 students attending full day kindergarten is \$103,408 (\$12,926/student for the 2023/24 school year). The opportunity scholarship would cover \$51,936 of that cost leaving \$51,472 in tuition expenses.

Breakdown of Expenses:

Tuition Expenses less revenue from Opportunity Scholarship (\$51,472)

Aftercare Expenses (\$30,000)

Marketing (\$2,500)

Administrative (\$2,500)

Application Fees (\$4400)

Parent Education for Opportunity Scholarship Application Assistance (\$5,000)

Total Expense Request \$95,872

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Organization: Asheville-Buncombe Technical Community College

Project: Blazing Trails: Early Childhood Collegiate Support Program

Email: [sponsoredprograms@abtech.edu](mailto:sponsoredprograms@abtech.edu)

[info@abtech.edu](mailto:info@abtech.edu)

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4. Why are the reductions in student failure rate so low (3%) for the 3 classes when you now have double the number of faculty?
5. If the full-time faculty we funded last year were only hired in February 2023, how were the grant funds used for the 8 months until that time?
6. What factors do you think contribute to the high failure rate of first-semester courses?

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**Early Childhood Education and Development Fund  
Proposed FY2024 Project Budget (July 1, 2023 - June 30, 2024)**

<b>Organization Name:</b>	<b>Bent Creek Preschool</b>
<b>Project Name:</b>	<b>Bent Creek Preschool</b>
<b>Grant Amount Requested:</b>	<b>175,000</b>

<b>FY2024 Proposed Project Revenue</b>	<b>Amount</b>	<b>Notes</b>
Proposed Buncombe County Early Childhood Grant	175,000	This is the only Grant that we are applying for.
List other sources:		
<b>Total</b>	<b>\$ -</b>	

<b>FY2024 Proposed Project Expenses</b>	<b>Proposed Grant</b>	<b>Other Funds</b>	<b>Total</b>	<b>Notes</b>
Personnel	35,000		35,000	Tech support position, custodial/floater position
Travel/Training	15,000		15,000	Professional Development-Teacher stipends and lunches
Technology	4,000		4,000	Additional equipement for new classroom
Curriculum/Assessments	5,000		5,000	additional materials for Heggery and Foundations-chart tablets, paper,etc...
Licensing/Dues			\$ -	
Nutrition			\$ -	
Transportation			\$ -	
Supplies/Materials			\$ -	
Building Maintenance/Repair	70,000		70,000	carpet, laminate flooring, paint, awning, installation, electrical outlets
Rent/Occupancy/Utilities			\$ -	
Furniture	15,000		15,000	tables, chairs, cubbies,shelves
Playground/Outdoor space			\$ -	
Printing/Marketing/Website/Postage			\$ -	
Admin Expenses (Legal, Accounting, Insurance, etc.)	1,000		1,000	Quick Books-payroll and record keeping
Other (please list in comments section)	30,000		30,000	Student Scholarships
<b>TOTAL</b>				175,000

<b>Overall Organization Budget</b>	<b>Amount</b>	<b>Notes</b>
FY2022 Actual Year-End Revenue	58,921,69	
FY2022 Actual Year-End Expenses	75,166.20	
FY2023 Adopted Budget Amount	259,381	This is with the Grant funds including scholarships,
FY2024 Proposed Budget Amount	364,000	This is if we get 175,000 in grant funding.

Organization: Bent Creek Preschool

Project: Bent Creek Preschool

Email: vickiteaguebcps@gmail.com

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1. Is the "PreK class" referenced a NCPReK class or PreK Buncombe class? for which ages is it?

Being a former K/1 teacher in BCS for 32 years and having come to the Preschool, I realized the need for a PreK Class for those students who missed the Kindergarten cutoff due to their late birthdays. We were fortunate enough to hire a Certified Teacher who taught in BCS for seven years in the primary grades. This teacher also homeschooled her own children for two years. She came to us with a strong knowledge of the following programs: Abeka, Heggerty, and Foundations. She knew exactly how to prepare and equip these children for a Kindergarten program. Parents have shown excitement about having the opportunity for a three year program here through the Three Year Old class, Four Year Old class, and then the Pre-K class. The Pre-K class is not a NCPReK class, nor is it a PreK Buncombe Class. However, our Preschool is a Private Christian School, and we are thrilled to offer this opportunity to families. This class is offered to children four and five years of age.

2. The budget does not provide all the information that we ask. Can you provide it?

3. In your plan to you say you use Foundations and Heggerty curricula, two quality reading comprehension programs. Do you use other curricula that cover other domains of development and learning?

In addition to the Foundations and Heggerty Programs, our curriculum consists of Zoo Phonics, Abeka, Writing Without Tears, Pre-K Number Concepts (Patterning, Counting), Character Education, Movement With Music, Art Activities to develop fine motor skills, and Social Emotional Learning through our Good Habits Program. Until this year we were at ground zero with technology. But through the grant, we have purchased Student Tablets, Teacher Computers, Screens, Projectors, Headphones, and now have a Computer Lab where all children attend once a week for educational lessons from our IT Instructor. Teachers also utilize the technology in their classrooms with the new technology equipment. We try to meet the needs of the whole child.

4. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

Our Preschool has grown from 41 children at the end of the last school year to 65 currently enrolled students. We had nine staff members last year, and have grown to 16 current staff members. Two of these staff members include an IT position and a floater position, which were both funded through this grant. We are extremely grateful for these positions. Six members of our staff have experience ranging from 11-30+ years of working here. Along with that, we have been able to add a currently retired BCS teacher, another certified BCS teacher, and a 20 year BCS Assistant Teacher to our staff. Our IT teacher comes to us with 17 years of IT work in Mission Hospital. We are most fortunate to have such an experienced IT staff member who has implemented all of our technology that we were able to purchase through the grant this year. Our newer employees have children or grandchildren attending our Preschool. At this time, we have not had difficulty filling positions, and we even have community parents interested in working at our Preschool.

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Follow up questions for the ECE commissioner's grant:

**1. How will you deal with the loss of stabilization funds?**

The preschool administrator will continue to monitor program needs and spending through the centralization of preschool funds and meet with the district's Early Childhood Advisory Board. This allows us to assess the program's bottom line and review tuition, as well as other funding opportunities, in the upcoming year to determine the best response to the needs.

**2. Why is EDU119 only preferred and not required?**

From the Workforce section of the grant:

"If funded, the workforce supported by this grant will be:

- Four preschool teaching assistant positions that will require a minimum of two years of experience working with young children and/or **EDU 119 preferred**"

When referencing that 119 is preferred, it allows the preschool program to hire students directly from our CTE program, or other qualified individuals that are motivated to work with preschoolers. It is the desire of the preschool program (and preferred professional development goal for individuals who want to become a preschool teacher) that assistant's will begin working on their associate's degree in ECE. The preschool program will support staff by connecting them to local and regional funding resources to pursue EDU 119 and beyond.

**3. What number of high school students are enrolled at all schools now?**

- Child Development = **238** at the 4 sites (22-23 total)
- ECE & advance studies classes= **80** at the 4 sites (22-23 total)

**4. How many passed/ graduated from the program last school year?**

85% passing rate (C or above\*) in 21-22 school year ECE

*\*state requires a C or above in ECE as "passing"*

**5. Do you have any input as to the status of the workforce development component of your program?**

At present, the preschool program has a funding request with Dogwood Health to create a CTE ECE coordinator for the district. The grant will provide funding for a support position, as well as resources needed to grow the CTE ECE program. The coordinator would work with students taking child development classes to counsel them about the workforce career pipeline in ECE, as well as how to fund higher education in ECE. The target would be to increase graduation rates

from the ECE program and track the rate in which the students go into the workforce or higher education. The role would also offer beginning and end of semester “conferences” for students to be interviewed by local child care providers, as well as “workshop” resumes and have consulting meetings with local organizations, such as Buncombe Partnership for Children.

**6. How much funding does Buncombe County Schools invest toward early childhood education in the current school year, and how is that anticipated to change over time?**

BCS invests in early childhood education programs through the Career and Technical Education department. Each traditional high school that maintains a childcare center employs an Early Childhood Education CTE teacher. These programs provide funds for equipment, supplies and materials utilized by the ECE students to prepare them for a career in Early Childhood Education. Cost for students to meet licensing requirements such as, fingerprinting and criminal background check are provided by CTE funds. BCS is committed to enhancing the ECE programs by providing opportunities for onsite internships for high school students at high-quality centers. While CTE funding is limited to high school student use, BCS will continue to support the program’s overall success by funding capital needs, utilities and operational space at no cost to the child care centers.

**7. Why was this not a part of the BCS budget?**

The current budget does not reflect the preschool programs as these programs were operational through stabilization and the commissioner’s funding. The commissioner’s grant for this current year also indicated the anticipated outcomes would take multiple years to stabilize and centralize in order to be reflected in the BCS budget.

Organization: Buncombe Partnership for Children

Project: Early Childhood Workforce Development Program

Email: [deanna@buncombepfc.org](mailto:deanna@buncombepfc.org)

[amy@buncombepfc.org](mailto:amy@buncombepfc.org)

Good afternoon,

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. What can be done to increase the percentage of participants to complete EDU119 and be hired by BC ECE program?

The Workforce Development Program has been fortunate to receive funding from the BCECEDF for many years. What started as a very small pilot program, has grown into a model replicated by other counties in NC. It is a labor intensive and expensive program. Each year, we have gradually increased the number of participants who complete EDU 119 and receive offers of employment. We attribute some of this post-pandemic growth to County funding allowing us to hire a program coach, who can handle some of the case management for the year-over-year growth of alumni participants.

We have found that participants are willing to enroll and complete the 24-hours of initial training. It takes a much bigger commitment for someone who may have never taken a college class to enroll in EDU 119 and successfully complete. In terms of accepting employment, there are multiple systemic barriers that are keeping WDP participants from accepting employment. These include: childcare for their own young children (specifically ages 3 months to 2 years), child care hours that don't coincide with the hours that they are scheduled to work, access to childcare vouchers (access to an available child care slot and 25 hours of employment prior to receiving the voucher). Having a program coach on our team has increased our capacity to connect with participants and help remove barriers to completing EDU 119 and becoming employed. In the first two quarters of this year, 15 participants received offers of employment and we are on track to meeting EDU 119 goals by the end of the year.

As mentioned earlier, the Workforce Development Program model is expensive, and Buncombe Partnership for Children tries to leverage additional funds to keep costs as low as possible. With that being said, there are some other strategies being piloted in other counties with additional grant funds. Henderson County is providing extra pay for their participants hired in the field to increase hiring and retention, but that those costs are significant. This is an issue for Buncombe

WDP program as well, since participants receive substitute pay at the Buncombe County Living Wage of \$17.70, but are then offered full-time teacher assistant positions in licensed facilities with pay ranges from \$7.50- \$10.50/hr.

We regularly ask center directors if they would be willing to hire WDP graduates and provide infant/toddler slots so they can work. The main barriers are a lack of slots and licensed facilities being able to pay teachers a living wage. We recently surveyed childcare facilities interested in expanding infant/toddler care and annual estimates for adding one or more classrooms range from \$22,000 for one classroom to \$248,000 for three classrooms. If we had this level of funding, we could potentially work with facilities to expand infant/toddler care, have these programs hire our graduates, and provide care for their children.

We also work closely with BCS and the ECE CTE program. CTE graduates are hired in the WDP substitute pool and some complete EDU 119 with our program. As BCS has increased its commitment to early childhood, we have grown our relationship with those CTE programs.

While having a program coach will help us increase the number of participants who complete EDU 119 and receive offers of employment, we are constantly looking for creative ways to improve numbers and eliminate systemic barriers for participants. We are happy to have further conversations about any of these strategies with committee members in the future.

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Organization: Child Care Center of First Presbyterian

Project: Providing Quality Care and Support for Families of Buncombe County

Email: [ccc@fpcasheville.org](mailto:ccc@fpcasheville.org)

[bolwell@fpcasheville.org](mailto:bolwell@fpcasheville.org)

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. The budget form does not appear to list expenses to be paid by this grant that equal the requested amount. Please clarify.

See attached updated budget form.

2. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

No. While we have had a hard time hiring, this has not inhibited our ability to fill open slots.

**Please submit your responses by 5:00 pm on Monday, 3/20/2023 via email to:**  
[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

**Early Childhood Education and Development Fund  
Proposed FY2024 Project Budget (July 1, 2023 - June 30, 2024)**

<b>Organization Name:</b>	<b>Child Care Center of First Presbyterian Church</b>
<b>Project Name:</b>	<b>Providing Quality Care and Support for Families of Buncombe County</b>
<b>Grant Amount Requested:</b>	<b>\$370,000.00</b>

<b>FY2024 Proposed Project Revenue</b>	<b>Amount</b>	<b>Notes</b>
Proposed Buncombe County Early Childhood Grant	\$370,000.00	Tuition \$135,000.00, Wages 150,000.00, Playground \$85,000.00
List other sources: Tuition	\$530,000.00	\$135,000.00 of tuition is in County Grant
List other sources: Subsidy	\$210,000.00	
List other sources: Smart Start	\$7,000.00	
List other sources: Stabilization Grant	\$73,000.00	Ends December 2023
List other sources: Church Contribution	\$3,000.00	
List other sources:		
List other sources:		
<b>Total</b>	<b>\$ 1,193,000.00</b>	

<b>FY2024 Proposed Project Expenses</b>	<b>Proposed Grant</b>	<b>Other Funds</b>	<b>Total</b>	<b>Notes</b>
Personnel	\$150,000.00	\$715,300.00	\$ 865,300.00	
Travel/Training		\$ 2,000.00	\$ 2,000.00	
Technology		\$ 8,500.00	\$ 8,500.00	
Curriculum/Assessments		\$ 7,000.00	\$ 7,000.00	
Licensing/Dues		\$ 600.00	\$ 600.00	
Nutrition		\$ 30,000.00	\$ 30,000.00	
Transportation		\$ -	\$ -	
Supplies/Materials		\$ 26,200.00	\$ 26,200.00	
Building Maintenance/Repair		\$ 48,300.00	\$ 48,300.00	
Rent/Occupancy/Utilities		\$ -	\$ -	
Furniture		\$ 500.00	\$ 500.00	
Playground/Outdoor space	\$ 85,000.00		\$ 85,000.00	
Printing/Marketing/Website/Postage		\$ 1,000.00	\$ 1,000.00	
Admin Expenses (Legal, Accounting, Insurance, etc.)		\$ 3,000.00	\$ 3,000.00	
Other (please list in comments section)	\$ 135,000.00		\$ 135,000.00	Tuition Assistance
<b>Total</b>			<b>\$ 1,212,400.00</b>	

<b>Overall Organization Budget</b>	<b>Amount</b>	<b>Notes</b>
FY2022 Actual Year-End Revenue	\$ 1,128,665.00	January- December, Includes Stabilization Grant
FY2022 Actual Year-End Expenses	\$ 1,019,090.00	January- December, Includes Stabilization Grant
FY2023 Adopted Budget Amount	\$ 4,500.00	January- December, not including proposed county funds
FY2024 Proposed Budget Amount	\$ 3,000.00	January- December, not including proposed county funds

Organization: Community Action Opportunities

Project: Boost Buncombe Families Full-Year PreK at the Lonnie D Burton Center

Email: [brian.repass@communityactionopportunities.org](mailto:brian.repass@communityactionopportunities.org)

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

**1. It seems a small amount of Federal funds is going to this project. Where are most of the federal funds allocated?**

These two classrooms were newly created in 2019 and 2021 with BC ECEDF funds not Federal Head Start funds. They have been and would continue to be primarily supported by the BC ECEDF.

All recent Federal funding for Head Start expansion has gone into expanding Early Head Start services, so there has not been an opportunity to apply for Head Start expansion slots. CAO Federal Head Start funds are used to support another 22 classrooms and provide comprehensive Head Start services across our community. CAO also utilizes additional funding from NC Pre-K and CACFP, as well as in-kind support from HACA to support this Project.

BC ECEDF funds requested for this grant project consist of teaching staff wages and associated fringe and pooled costs, food expenses, classroom related supplies, and a small amount for parent activities and field trips.

For this Project, Head Start funds are used to support:

- site and classroom supervision as well as staff onboarding expenses;
- child recruitment and enrollment as well as family goal setting and resource and referral supports;
- child health, disabilities, mental health, and nutrition services, including nurse and mental health consultants; and,
- teacher training and career development, including potential college level classes.

**2. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.**

The Lonnie D. Burton Child Development Center has five classrooms.

For the 2022 -2023 school year, we have operated three classrooms. One Head Start classroom and the two BC ECEDF classrooms. The other classrooms were not open due to staffing issues.

For the 2023-2024 school year we are proposing operating the one Head Start classroom, the two classrooms proposed by this grant request, and have submitted another grant request to the BC ECEDF to open the two remaining classrooms to serve toddlers. If these requests are funded there would be no additional classroom space at the Lonnie D. Burton Center.

**Please submit your responses by 5:00 pm on Monday, 3/20/2023 via email to:**  
[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: Community Action Opportunities

**Project: Boost Buncombe Families Full-Year Toddler Care at the Lonnie D Burton Center**

Email: [brian.repass@communityactionopportunities.org](mailto:brian.repass@communityactionopportunities.org)

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

**1. What happens if a working parent needs wraparound (after school care) for their child?**

The goal of this Project is to provide school-day full-year support for families with Head Start children that also have one- to three-year-old children. Across our program we work with families needing wraparound care to see if there are additional community supports to meet their needs. Families are often able to find resources that support school day services. We are continually looking for creative solutions to meet families' needs for after-school care.

**2. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.**

The Lonnie D. Burton Child Development Center has five classrooms. For the 2022 -2023 school year, we have operated three classrooms. One Head Start classroom and two BC ECEDF classrooms.

For the 2023-2024 school year we are proposing operating the one Head Start classroom, the two classrooms proposed by this grant request, and have submitted another grant request to the BC ECEDF to open the two remaining classrooms to serve toddlers. If these requests are funded there would be no additional classroom space at the Lonnie D. Burton Center.

We currently have three classrooms available at the Pisgah View Head Start Center that could be utilized to open new classrooms if there were staff, funding and community need.

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[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: Community Action Opportunities

**Project: Boost Buncombe Children Pre-Kindergarten Project at Johnston Elementary**

Email: [brian.repass@communityactionopportunities.org](mailto:brian.repass@communityactionopportunities.org)

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

**1. How does your program support after school care for families with young children in your program?**

This Project provides School-day School-year support for families. Across our program we work with families needing wraparound care to see if there are additional community supports to meet their needs. Families are often able to find resources that support school day services.

We are continually looking for creative solutions to meet families' needs for after-school care.

**2. Please clarify why Head Start funds are not part of the budget?**

This project is sustained by ECEDF funding, with additional supporting funds coming from NC Pre-K, Head Start, CACFP and in-kind space from Buncombe County Schools.

Head Start revenue and expenses are not reflected in the budget. All 18 of these slots are identified as Head Start slots meaning that children and families meet Head Start eligibility criteria. This allows Head Start to cover classroom support and expenses without complicated cost allocations.

BC ECEDF funds requested for this grant project consist of teaching staff salaries and allocated portions of supervision and family service wages and associated fringe and pooled costs, food expenses, classroom related supplies, and a small amount for parent activities and field trips.

For this Project, Head Start funds are used to support:

- Program supervision and management;
- Supervising and managing child recruitment and enrollment as well as family goal setting and resource and referral supports;
- Child health, disabilities, mental health, and nutrition services, including nurse and mental health consultants; and,
- teacher training and career development, including potential college level classes.

**3. Do you anticipate additional head start funds that could be applied to this project?**

There are no additional Head Start funds to support this Project or classrooms. Often times it is thought that Head Start programs have 'extra' funds because they receive substantial Federal funding and have high costs per child. However, these funds come with significant Federal requirements and expenses.

**4. Please clarify why only \$33K of \$14 million budget is assigned to this?**

\$14,224,493.00 is the Overall Organization Budget. These funds include other programs such as LifeWorks, Weatherization and Agency administration.

The \$33,600 in FY24 Proposed Project Revenue is from the NC Pre-K program serving 8 dually four year old children at a reimbursement of \$420 per slot per month for 10 months.

This project is sustained by ECEDF funding, with additional supporting funds coming from NC Pre-K, Head Start, CACFP and in-kind space from Buncombe County Schools. See above answers. If this Project were not funded, the classroom would not continue, and these 18 slots would be removed from the community.

**5. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.**

The Johnston Elementary School Head Start Center has two classrooms and both are being utilized.

**Please submit your responses by 5:00 pm on Monday, 3/20/2023 via email to:**  
[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: Eliada Homes, Inc

Project: Eliada Child Development Center Behavioral Needs Support

Email: mchamberlin@eliada.org

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. Are you able to share information about your proposed new center?  
We have had to modify our plans for the new center because of the square feet for each classroom. Those plans are in the approval phase at the state level. Our plan is to offer an infant room, 2 2 year old rooms and 2 3 year old rooms.
2. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.  
Our center is at capacity right now given our staff level. We are short staff and so do have some slots not able to be filled. If staffing is not full at the time we open the new center that will also affect the number of slots we will be able to fill until the staff can be hired.

**Please submit your responses by 5:00 pm on Monday, 3/20/2023 via email to:**  
[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Good afternoon,

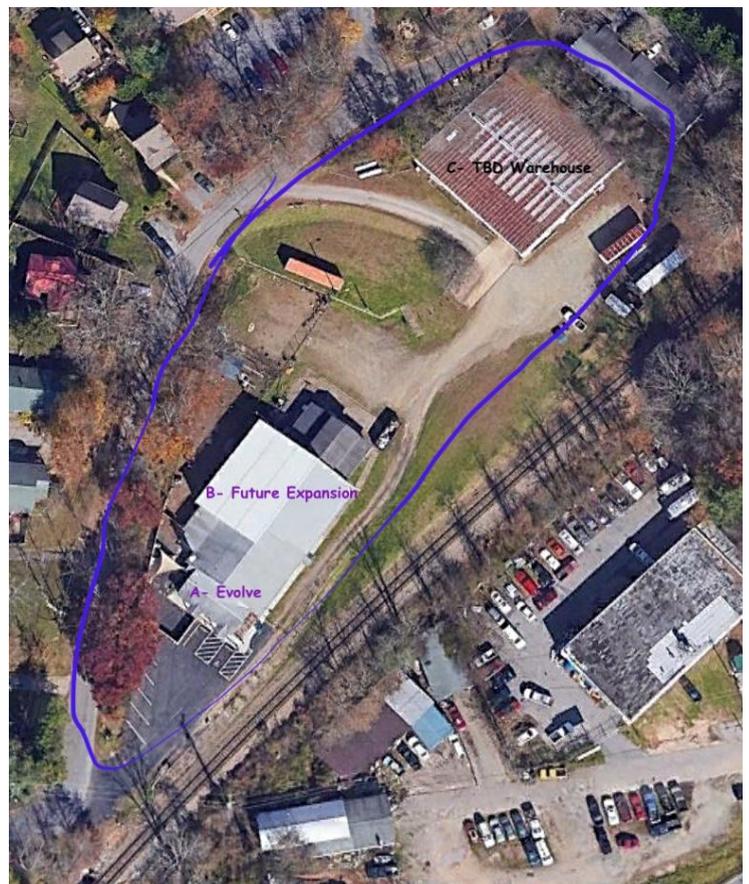
The Early Childhood Committee has some follow-up questions for your FY2024 grant application: Evolve's Expansion Phase 2: Building Capacity and Partnership for Meaningful Growth.

Please submit your responses by email to **BOTH** [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. You mentioned that the owner of the building will be deciding more in the future and wants to expand other parts of the property. Is this a family owned building?

The Owner is Hill Reality/Edd Hill, my father, he has been a silent partner in Evolve since its conception. Together we put my mother's estate towards opening Evolve which is aligned with our family values of bettering the community we live in. Edd Hill was instrumental in the development of the BirthPlace of Country Music Museum, Rhythm and Roots Reunion and countless community initiatives that got Bristol TN dedicated at the BirthPlace of Country Music. He retired a few years ago and sold his HVAC business to his employees. I share this to tell you the role model and perspective we work with. We believe that Evolve is an important business for Asheville and we are committed to a longer term investment in early care and family support.

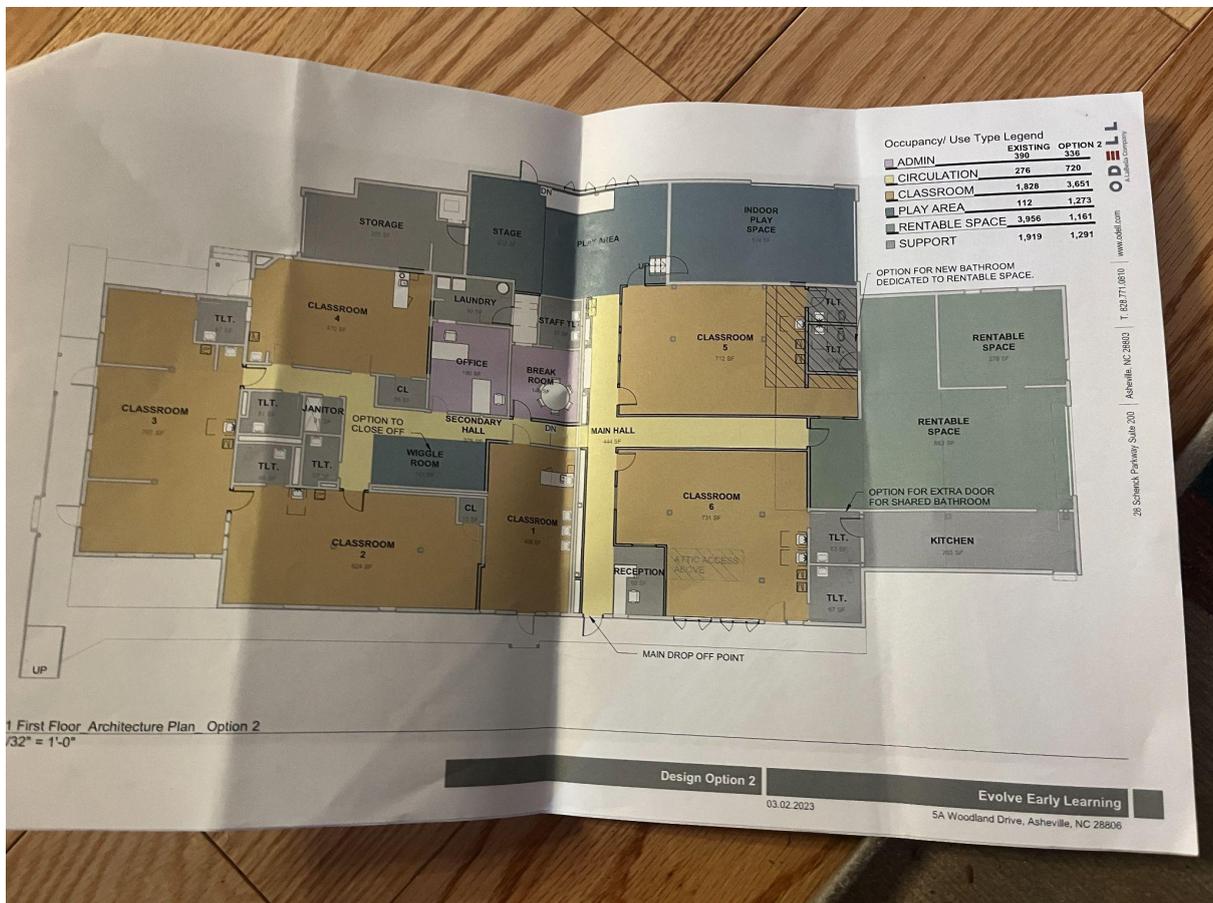
The property has 2 buildings and 3 addresses. 5 Woodland A, B, and C. "A" is the preschool that is currently open. "B" is attached to "A" but is currently just used for storage. B is where we will expand to add more classrooms, multi-use spaces and potentially a kitchen. We will explain more about this plan in another question below. Building C is the TBD building on the property. It is about 100 yards from the preschool and it is in the process of having a tenant move out. Edd Hill will be doing some improvements on this building and then renting it. We hope to rent it ASAP to offset the costs of the property and to help with improvements. With appropriate funding and partnerships we would like to see A and B as a sustainable preschool and community resource and perhaps expand to the rest of the property and building C if it makes sense someday. A condition of renting

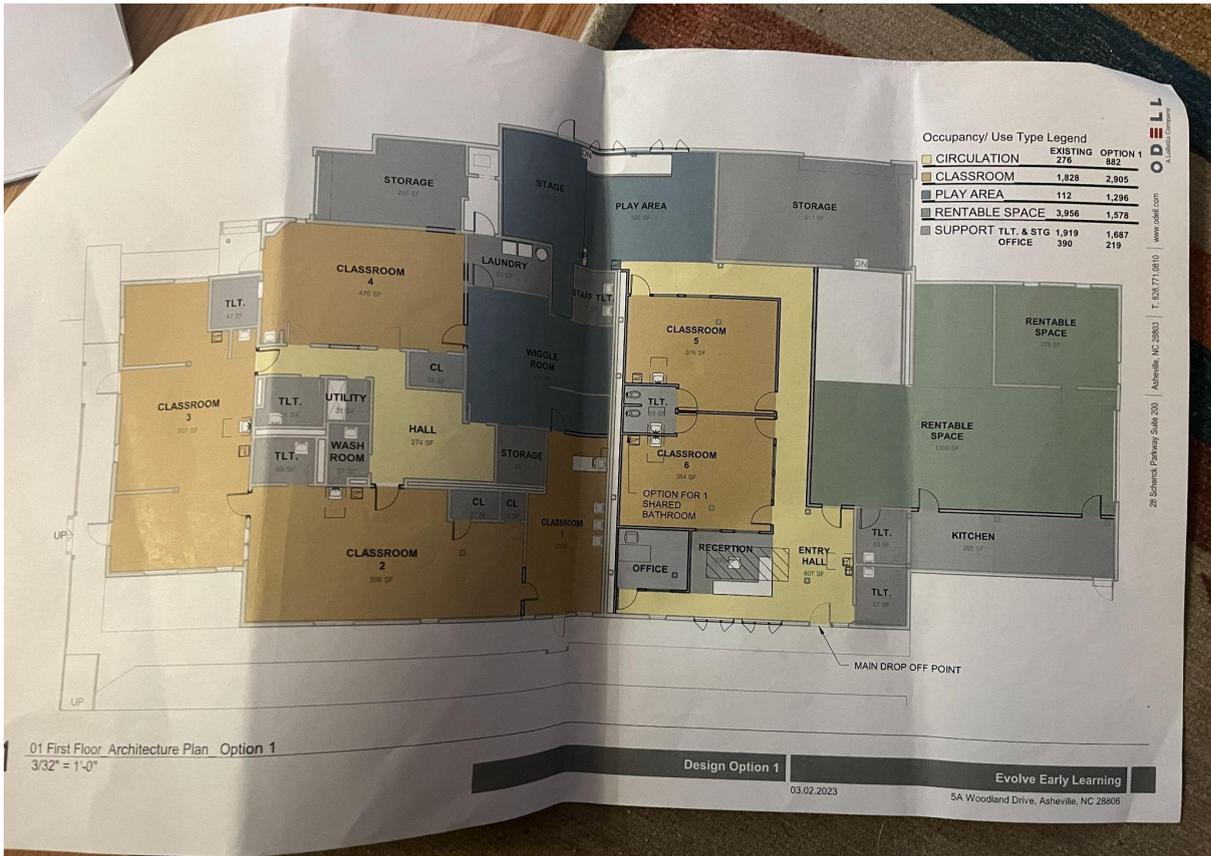


unit c will be that the occupying business must be acceptable for close proximity to children, i.e. nothing that may pollute the area, increase traffic unduly, etc..

2. Will you be working with LaBella this year?

Yes! We are really enjoying working with them and our current work is about to be completed. At our most recent meeting we were given some visuals to help us imagine what is possible with our space and needs. They are working on some budgeting and more visuals for funders and planning. Here is a photo of the first draft plans. The “rentable space” on these are ways we can bring in additional funding AND resources for our community. We would rent to like minded businesses/nonprofits/allies that serve children. The kitchen and multi use space for Evolve would also be a resource for other preschools. We have talked about OT, PT, and other therapies as this is needed and we could share the movement spaces for therapeutic services.





3. When do you foresee completion of the infant space?

We are thrilled to be close to opening. We hope to be open by May. We have completed the first stage of development and are waiting on the permit for the next. We have had a difficult time finding workers who can work around school hours but have a great team now. The playground upgrade is moving slowly for the same reason. We have a great plan and are working with the partnership to find builders/landscapers.

4. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

We are licensed for 50 children currently. That is purely decided by measuring the space we have in each classroom. Since our philosophy and dedication to inclusion requires smaller class sizes to be successful and to retain staff/prevent burn out we usually enroll with smaller ratios to meet the need. When we find we are able to add more children we do. We added a child in October to a class after finding our flow with our children with special rights. Currently, staffing is not an issue for us other than for substitutes. We have teachers cold-calling us for jobs. Our culture and employee respect is helpful since our staff tell other teachers about the difference and they seek us out.

**Please submit your responses by 5:00 pm on Monday, 3/20/2023 via email to:**

**[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org)**

**and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)**

Organization: Friends of Mine Preschool  
Project: Friends of Mine Tuition Subsidy Project  
Email: fompreschool@gmail.com  
treasurer4fom@gmail.com

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1. Please explain how the grant money would be used.

The grant money would be used to be able to run the school within budget without rapidly increasing tuition. The grant will allow up to five of the families' tuition to be subsidized by up to 50%.

2. The amount requested on page 2 is \$5,000, on budget form it says the ask is \$7,500. Can you clarify the amount requested?

Sorry, this was a typo as we ran the numbers. The ask is \$7,500 in order to cover the five families' tuition by 50%.

3. Is FOM a nonprofit organization or a for-profit corporation?

FOM is a nonprofit organization

4. Do you perform background checks for those working with children?

Yes, everyone who works with the children undergoes a background check

5. What age children do you serve?

2.5-year-olds through 5-year-olds

6. Where is the site?

21 Edwin Place, Our space is rented from the Unitarian church but is not affiliated

7. What teaching curricula do you use?

We use a play-based learning model and elements from Waldorf and Montessori curricula. We focus on social-emotional learning through the Conscious Discipline model.

8. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

No.

Organization: Hominy Baptist Church

Project: Hominy child care new waddler room and playground

Email: hominy@bellsouth.net

directorhominybaptist@gmail.com

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1. How will results be tracked?

Given the age demographic of a waddler room 12-16 months of age we will be utilizing direct observation, direct parent communication, daily notes, developmental portfolios, and ages and stages questionnaires.

2. What is significant to track that will help child readiness for school?

We will be examining the following for this group of children and their appropriate developmental milestones. Ambulation and gross motor development, social and emotional regulation, feeding skills, sharing, beginning of in seat behavior and ability to develop pre learning skills, positive attachments to other adults and peers, speech development and listening skills, growth in cognition skills. This is a wonderful age group to work with and the benefits of having them in their own space away from infants, as well as older toddlers will allow them to thrive.

3. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

No. We did not close when the pandemic started in March of 2020. In fact we expanded and immediately opened a virtual learning program. Also, we assisted as many essential workers as we could with their children. We have remained fully utilized with children as well as fully staffed the entire time. We have taken advantage of all operational grants, expanded vouchers, emergency vouchers, a YMCA after school grant, stabilization grants, and salary grants. We greatly expanded staff salaries and staff benefits. We have had minimal turnover and have been able to replace staff quickly given our pay scale and benefit package.

**Please submit your responses by 5:00 pm on Monday, 3/20/2023 via email to:**  
[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: Irene Wortham Center

Project: Early Learning Center Program Enrichment

Email: [beisenman@iwcnc.org](mailto:beisenman@iwcnc.org)

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1. Why are you focusing on increasing staffing and enrollment now rather than immediately kicking off your capital campaign and making this the focus of your ask?

I was informed by Angelyn Johnson that grant monies from the Buncombe County Early Childhood Fund can not be allocated to private entities for capital expenses. We are currently working with Dogwood Health Trust through their Leverage Fund to focus solely on raising funds for the Capital Campaign. Our immediate need is to fully staff the classrooms in order to bring up our enrollment numbers.

Focus on increasing staffing is due to many months of advertising for open positions. The workforce in early childhood is struggling to recruit qualified staff, much less keep them once they have been hired. Focus has been on increasing new staff in early childhood classes, utilizing teach and other programs that is supporting employees to gain the education needed. We have over 400 children on our waitlist, and finding qualified staff to serve high needs children has been a struggle, especially with limited number of developmental day centers in North Carolina. Parents struggle to find early childhood education in an inclusive environment for children with developmental disabilities to have a safe and challenging learning environment that can meet their unique needs. Mentoring new staff to rise to the challenge of working in a developmental day program is challenging. Our staff need more support and guidance to be able to provide an inclusive environment.

2. You state "providing families with monetary support will prevent children from missing out on development due to their parents' financial hardships." It is not clear how this support will be allocated. Please explain.

Emergency funding would be used to cover parent fees. Our current policy does not allow a child to attend if tuition is past due. Having emergency funding would help continuation of care and education for the child. Since we serve 75% of families with low income the slightest financial upset could have a devastating impact on the family and the child.

3. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

We currently have 68 children enrolled. Our allowed capacity is 115. As we add staff, we will be able to increase enrollment.

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[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: OnTrack Financial Education & Counseling

Project: SECURE Matched Savings for Childcare Workers and Preschool Families (SECURE ECE)

Email: CelesteC@ontrackwnc.org

Good afternoon,

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. How many participants are you serving currently?

The current FY23 SECURE ECE grant, at month-end January, of the 46 participants enrolled:

- 24 had completed both classes **and** made at least 3 deposits (which puts them on track for graduating in May)
- Of those 24 participants, 15 have come especially far, completing their counseling requirements as well. That means that their savings deposits are their only remaining steps in the program.

When we were getting information to answer the questions, we aggregated results for ALL of OnTrack's completed SECURE programs (three programs funded by The Community Foundation of WNC and the pilot ECE):

- Enrolled: 720
- Graduated: 535
- Graduation rate 74% which is impressive given 25 months of pandemic impact. Note: the graduation rate is higher than our projection for the current ECE grant because these previous grants were each 2 or more years. This gave more time for participants to successfully complete the program. (A little more justification for our for our multi-year grant request 😊 )

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[angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org)

Organization: Southwestern Child Development

Project: Valley Child Development Center -Workforce and Teen Family Support Expansion

Email: [shook.annette@swcdcinc.org](mailto:shook.annette@swcdcinc.org)

[webb.jennifer@swcdcinc.org](mailto:webb.jennifer@swcdcinc.org)

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

Currently, we are in the process of filling all slots we have available. The need for one year old care seems to be high, but we have no availability at this time. The other issue is for multiple slot requests from families and often involving one year olds. Due to the family requesting care at the same site for multiple slots, families decline what we currently have available. The children we currently have on the waiting list are not the age of slots available. At this time, we are fully staffed for the first time in 2 years. Also note, unfortunately due to lack of classroom availability within the school, there is not an opportunity for expansion of childcare classrooms.

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Organization: Sprouts Early Learning Academy

Project: Ready,Set,Grow!

Email: sjaiken@msn.com

Good afternoon,

The Early Childhood Committee has some follow-up questions for your FY2024 grant application. Please submit your responses by email to [angelyn.johnson@buncombecounty.org](mailto:angelyn.johnson@buncombecounty.org) and [sara.joss@buncombecounty.org](mailto:sara.joss@buncombecounty.org) no later than **5:00 pm on Monday, 3/20/2023**. If you have any questions or need any assistance, please let us know.

1. Welcome to NC! How many of the proposed (80) spots for kids will serve children in which age groups, including infants?

Infants - 22 (18 available for enrolling)  
Toddler/Waddler - 30 (21 available for enrolling)  
Two Year - 14 (7 available for enrolling)  
Three Year - 14 (8 available for enrolling)  
Four Year - 19 (8 available for enrolling)  
Prek Five - 25 (12 available for enrolling)

2. Is your program part of a (for-profit?) franchise?

We are not part of a franchise. We are independently owned and operated.

3. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

Currently we have 74 available slots. We just went through our licensing study and the measurements of the rooms decreased our space by 6 children. The reason for that is there has been an increase in the square footage required for each child.

So the total capacity of the center is now 124 and we have 74 available slots for enrolling. We have just started our staffing process and the reason these slots have not been filled in a couple of years is due to the staffing shortage. Because we are a new company, we are aggressively recruiting and hope to be able to offer 100% of our slots to families.

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Organization: Swannanoa Valley Child Care Council (Donald S Collins Early Learning Center)

Project: Maintaining a High Quality Program for All Children

Email: [director.collinselc@gmail.com](mailto:director.collinselc@gmail.com)

[drjohndewitt@me.com](mailto:drjohndewitt@me.com)

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1. What is your total projected organizational budget for next year?

Organizational Budget for next year-\$1,537,281

2. What percent of that budget does this application fund?

Percent of budget that this application funds- 38.2%

3. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

Yes, we have licensed slots available that are not currently filled due to lack of finding qualified teachers...As a result of the early education teacher crisis, we are using local teaching programs, job fairs, social media, and online forums to recruit highly qualified teaching staff. Teacher retention strategies include competitive pay, paid time off, benefits, and a positive work environment. Some of these benefits include medical insurance, free tuition for first child of any staff member, and free breakfast and lunch to all staff. We have the space available to add at least 4 more classrooms in our new building.

Organization: The Christine Avery Learning Center

Project: Facilitating Holistic Education, Facilitating Whole Families – Phase Two (FHE-2)

Email: [avery.learningcenter@gmail.com](mailto:avery.learningcenter@gmail.com)

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1. What age groups will the "A Therapist Like Me" therapists be working with? Do they have training in working with very young children?

The age groups that the therapists will work with are ages 2 - 5 year olds. These are the ones in our Early Learning Program.

The therapists who come from the organization are independent contractors trained in working with a variety of populations. The ones coming to our center are ones experienced in working with toddlers and preschool age students. Each therapist has their credentials listed on the website

2. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

We are currently full to capacity in each of our classrooms with a wait list of 97 students. We are staffed to capacity. It is our plan to be able to expand soon, as our waitlist continues to grow. Staffing is not a concern at this point. We work hard to put all necessary supports in place to keep staff, lessening our turnover. Being able to pay comparable to the living wage helps with this.

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Organization: Verner Center for Early Learning

Project: Early Care and Education Workforce Development Initiative Pilot Project

Email: [kguyer@verneremail.org](mailto:kguyer@verneremail.org)

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1. How many are on your waiting list currently?

We have a total of 784 children on our waiting list currently. That is a total for all age groups and for both of our centers combined. Of those, 69 are on the waiting list for Early Head Start and 715 are on the waiting list for a tuition-based slot.

2. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

Yes, we could open at least one additional infant/toddler classroom and potentially another preschool classroom at our Verner Central location with the space we already have. We cannot even explore that possibility with any real intention at this time because we do not have enough faculty or qualified applicants for open faculty positions. We are only able to effectively operate the classrooms we currently have open because multiple members of our administrative teams are setting down their own jobs many hours each week to step into ratio in classrooms. The staffing challenges we, and most other ECE providers, face are not only about not having enough teachers to meet required staff-to-child ratios. They are also about meeting the social/emotional and developmental needs of the children in our classrooms. We have heard from other providers that we are not alone in seeing a much greater need for mental health support and intervention for developmental and behavioral challenges for children in each classroom than in previous years. We cannot provide high-quality early care and education to a classroom of eight infants with just two teachers when seven of those infants have a history of prenatal exposure to substances that significantly impacts their development. All ECE centers need an intentionally planned and sustainable workforce pipeline that provides future educators with the training they will need to teach children of all lived experiences and backgrounds.

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Organization: YTL Training Program

Project: YTL Yearning for more Toddler Learning Center

Email: ytltraining@gmail.com

lkyles.ytltraining@gmail.com

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1. What ages are the children you will serve with this project and these funds? Just toddlers - 2-year-olds?

We are actually looking to serve six months - 5 years old. Toddler Learning Center is a placeholder name for this project. The two spaces that we have available to us are already set up for infancy to 5 years old.

2. What are your consulting fees based upon?

The average fee for educational consultants is \$200 per hour. That would provide 15 hours of work per week, 60 hours per month of direct service and an additional 50 hours for planning and direct service to the board as we embark on this journey into early education. We reached out to several consultants in the area with the lowest quoted price at \$175 and the highest at \$350.

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Organization: YWCA of Asheville and Western North Carolina  
Project: Early Learning Program (ELP)  
Email: [diana.sierra@ywcaofasheville.org](mailto:diana.sierra@ywcaofasheville.org)  
[grants@ywcaofasheville.org](mailto:grants@ywcaofasheville.org)

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1. Does your center have capacity for licensed slots that are currently not available to fill as a result of staffing? If yes, please explain.

We have a projected enrollment goal of 115 students based on center capacity and licensure. Currently, we have 86 students enrolled full-time, which is the maximum we can have based on teacher-student ratios and reasonable workloads for our current staff. To fully staff the program and reach the 115 student enrollment goal we need to hire four (4) additional teachers.

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## Early Childhood Education and Development Fund Proposed FY2024 Project Budget (July 1, 2023 - June 30, 2024)

<b>Organization Name: YWCA of Asheville</b>	
<b>Project Name: Early Learning Program</b>	
<b>Grant Amount Requested: \$330,000</b>	

<b>FY2024 Proposed Project Revenue</b>	<b>Amount</b>	<b>Notes</b>
Proposed Buncombe County Early Childhood Grant	\$ 110,000.00	Pending; \$110,000/yr for 3 years
Private & Voucher Fees	\$ 1,206,270	Committed
NC Pre K	\$ 174,730	Pending
Buncombe County Facility Quality	\$ 14,500	Pending
BCBSNC	\$ 88,000	Committed
List other sources:		
List other sources:		
List other sources:		
<b>Total</b>	<b>\$ 1,593,500.33</b>	

<b>FY2024 Proposed Project Expenses</b>	<b>Proposed Grant</b>	<b>Other Funds</b>	<b>Total</b>	<b>Notes</b>
Personnel	\$ 110,000.00	\$ 1,260,232.61	\$ 1,370,232.61	
Travel/Training		\$ 2,500.00	\$ 2,500.00	
Technology		\$ 11,152.76	\$ 11,152.76	
Curriculum/Assessments		\$ 4,000.00	\$ 4,000.00	
Licensing/Dues			\$ -	
Nutrition		\$ 302,715.57	\$ 302,715.57	This includes all cost to run our nutrition department for ELP
Transportation			\$ -	
Supplies/Materials		\$ 25,000.00	\$ 25,000.00	
Building Maintenance/Repair		\$ 3,000.00	\$ 3,000.00	Equipment Repair
Rent/Occupancy/Utilities		\$ 186,168.16	\$ 186,168.16	
Furniture			\$ -	
Playground/Outdoor space		\$ 7,500.00	\$ 7,500.00	
Printing/Marketing/Website/Postage		\$ 7,050.00	\$ 7,050.00	
Admin Expenses (Legal, Accounting, Insurance, etc.)		\$ 36,425.00	\$ 36,425.00	
Other (please list in comments section)		\$ 220,274.00	\$ 220,274.00	Swim Lessons=\$30K, Children Events=\$2.5K, Parent Support=\$2K, Overhead Salaries & Benefits=\$185,774 - Does not include Depreciation
<b>Total</b>			<b>\$ 2,176,018.10</b>	

<b>Overall Organization Budget</b>	<b>Amount</b>	<b>Notes</b>
FY2022 Actual Year-End Revenue	\$ 4,679,002.84	
FY2022 Actual Year-End Expenses	\$ 4,364,087.00	
FY2023 Adopted Budget Amount	\$ (380,940.54)	Budgeted - Net Loss
FY2024 Proposed Budget Amount		Budget process has not begun - Will begin 3/2023

## Early Childhood Education and Development Fund Proposed FY2024 Project Budget (July 1, 2023 - June 30, 2024)

<b>Organization Name: YWCA of Asheville</b>	
<b>Project Name: Empowerment Child Care</b>	
<b>Grant Amount Requested: \$225,000</b>	

<b>FY2024 Proposed Project Revenue</b>	<b>Amount</b>	<b>Notes</b>
Proposed Buncombe County Early Childhood Grant	\$ 75,000.00	Budget \$75k/yr for 3 years - Pending
AB Tech	\$ 60,000.00	Pending
BCBSNC	\$ 12,000.00	Committed
Americorp	\$ 50,000.00	Committed - This is contingent on us filling the positions
FJC - Buncombe County	\$ 35,413.00	Committed
Buncombe County - Community Connector	\$ 42,155.00	Pending
Fees	\$ 25,000.00	
List other sources:		
<b>Total</b>	<b>\$ 299,568.00</b>	

<b>FY2024 Proposed Project Expenses</b>	<b>Proposed Grant</b>	<b>Other Funds</b>	<b>Total</b>	<b>Notes</b>
Personnel	\$ 75,000.00	\$ 350,000.00	\$ 425,000.00	\$75,000 for year one; the total requested is \$225,000
Americorp Staff		\$ 75,000.00	\$ 75,000.00	
Travel/Training		\$ 1,250.00	\$ 1,250.00	
Technology		\$ 2,800.00	\$ 2,800.00	
Curriculum/Assessments			\$ -	
Licensing/Dues			\$ -	
Nutrition		\$ 16,000.00	\$ 16,000.00	
Transportation			\$ -	
Supplies/Materials		\$ 10,000.00	\$ 10,000.00	
Building Maintenance/Repair			\$ -	
Rent/Occupancy/Utilities		\$ 25,000.00	\$ 25,000.00	
Furniture			\$ -	
Playground/Outdoor space			\$ -	
Printing/Marketing/Website/Postage		\$ 3,850.00	\$ 3,850.00	
Contracted Services		\$ 4,000.00	\$ 4,000.00	MSW Intern
Scholarships		\$ 10,000.00	\$ 10,000.00	Families in need
Outreach		\$ 4,000.00	\$ 4,000.00	outreach for houseless folks: family materials: food, clothes, diapers, etc. transportation support: gas card, bus pass housing: ,hotel stay for 1-3 nights
Admin Expenses (Legal, Accounting, Insurance, etc.)		\$ 5,350.00	\$ 5,350.00	
Overhead		\$ 80,000.00	\$ 80,000.00	
<b>Total</b>			<b>\$ 662,250.00</b>	

<b>Overall Organization Budget</b>	<b>Amount</b>	<b>Notes</b>
FY2022 Actual Year-End Revenue	\$ 4,679,002.84	
FY2022 Actual Year-End Expenses	\$ 4,364,087.00	
FY2023 Adopted Budget Amount	\$ (380,940.54)	Budgeted - Net Loss
FY2024 Proposed Budget Amount		Budget process has not begun - Will begin 3/2023