

Building Capacity in Buncombe County to Expand NC Pre-K Availability & Accessibility

BUNCOMBE COUNTY EARLY CHILDHOOD EDUCATION
& DEVELOPMENT FUND COMMITTEE

JANUARY 4, 2022



North Carolina Pre-Kindergarten Program

(NC Pre-K)

Recognized for high quality and child outcomes

State-funded program (at roughly 60% of program cost)

No cost to income-eligible families

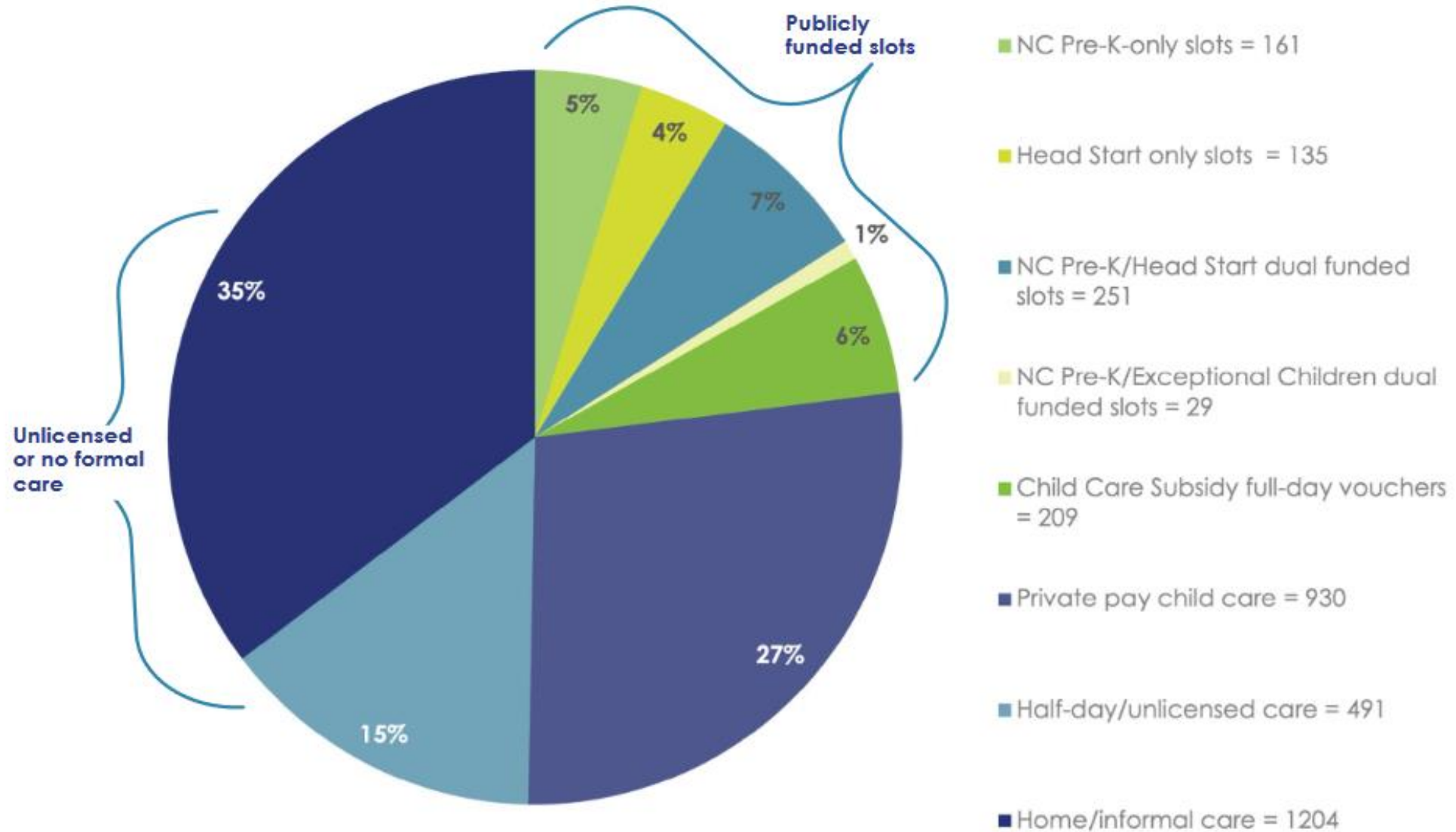
School-year, school-day program

Offered in a variety of settings

Child Eligibility:

- 4 years old by Aug 31
- Income under 75% of State Median Income (Family of 4 = \$60,554)
- Risk factors (limited English, chronic health issue, disability, foster care...)

Buncombe 4- and Pre-K 5-year-olds Preschool Landscape



Recommendations Snapshot

Increase K readiness • Expand access to Pre-K • Reduce racial disparities

Barriers to PROVIDING

Fully funded NC Pre-K

- Supplement slots by 36%
- Pay licensed teachers on parity with K-12
- Ensure quality supports

Year 1

ECE Education & Career Pipeline

- Ed Advancement Coach
- A-B Tech tutoring
- Logistical/retention supports

Year 1

Ramp up to NC Pre-K Program

- Admin & teacher coaching
- NC Pre-K tools and PD
- Logistical/retention supports

Year 2

Barriers to ACCESSING

Coordinated Outreach & Enrollment

- Online application portal
- Outreach & navigation
- Coordinated placement

Year 1

Expanded access to wrap-around care

- Pilot innovations
- Demand & feasibility study

Year 2+

Expanded access to transportation

- Pilot innovations
- Demand & feasibility study

Year 2+

S1: Fully funded NC Pre-K

Rec 1: Subsidize the per-child reimbursement from \$728 to \$990 per month



\$724 Low-end 5-star private rate	\$728 Current NC Pre-K rate	\$775 Current 5-star Subsidy rate	\$912 2018 State NC Pre- K cost of care	\$950 Proposed My Future NC 2030 rate	\$990 Recom- mended local rate	\$1049 Proposed 5-star subsidy floor (interim)	\$ 1060 High-end 5-star private rate	\$1400 Head Start (est.)
--	--	--	---	--	---	--	---	--

Projected Year 1 Cost: \$825,000

S1: Fully funded NC Pre-K

Rec 2: Require licensed NC Pre-K teachers to be paid on parity with K-12 teachers (with additional funding for private centers)

NC Pre-K Scale proposed; based on hybrid of ACS & BCS Scales			Required Annual Supplement Payment for Teachers at each experience level
Years on license	BA		
0-1	\$38,150	-38150	\$0
2	\$39,240	-38150	\$1,090
3	\$40,330	-38150	\$2,180
4	\$41,420	-38150	\$3,270
5	\$42,705	-38150	\$4,555
6	\$43,800	-38150	\$5,650
7	\$44,905	-38150	\$6,745

Projected Year 1 Cost: \$49,200

S1: Fully funded NC Pre-K

Rec 3: Require **assistant teachers** be paid at least the local living wage

Cost: included in basic reimbursement

Rec 4: Prioritize quality by supporting an **NC Pre-K Program Coach** to support private programs

Projected Year 1 Cost: \$0 - \$72,000

Strategy 2: Comprehensive ECE Education & Career Pipeline

Rec 1: Expand WDP by adding an **Education Advancement Coach**

Rec 2: Provide ECE-specific **tutoring** at AB Tech

Rec 3: Provide **financial & logistical supports** so working teachers can participate

Projected Year 1 Cost: \$131,300

Existing WDP

Expanded supports

**Level 1 (\$13.65/hr)
Pre-Service Training**

**Substitute Level 2
(\$15.50/hr)**

**Level 3
EDU-119**

**Level 4 (\$17.30/hr)
AA**

**Levels 5-6 (\$17.30/hr)
B-K, Licensure**

BPFC Workforce Development Program

NC Pre-K Workforce Development

Step 1
 •Partners refer individuals
 •BPFC explains the program
 •Individual decides to register for the program
Step 2
 BPFC completes screening process:
 •BPFC conducts Div. of Child Dev. & Early Ed (DCDEE) Background Check
 •BPFC builds DCDEE employment file for participant
 •Participant completes Green Opportunities (GO)/Workforce Innovation and Opportunity Act (WIOA)/NC STEP enrollment, if applicable
Step 3
 BPFC offers participant:
 •24 hours of training
 •Child development and classroom behavior guidance
 •CPR/First Aid
 •Guided Classroom observations
 •Health & Safety
 •Child Care Law
 •Trauma & Resiliency
Step 4
 Upon completion:
 •Participant receives stipend and training certificate
 •Participant legally qualified to work as assistant teacher or substitute with BPFC

Step 1
 •BPFC completes the Early Childhood Educator Competency Checklist for participant hire
 •Participant eligible to become a temporary employee of BPFC
Step 2
 •Participant substitutes in local early childhood classrooms
 •Work hours may vary and are dependent on substitute requests from programs
 •Participant receives ongoing classroom coaching from BPFC and work site Director

High School CTE Programs
 Participants eligible for dual-enrollment in BPFC Workforce Development Program. CTE graduates eligible for Apprenticeships.

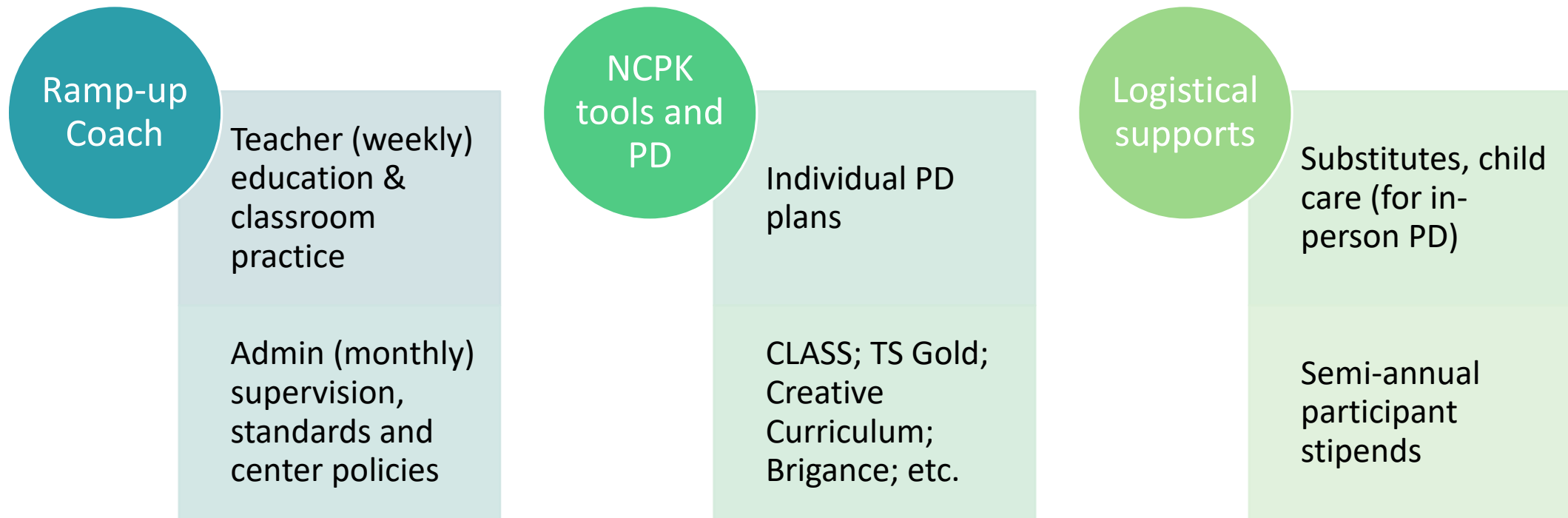
Step 1
 •Participant enrolls in EDU-119
 •BPFC offers continuous educational support during course (homework/group conversation)
Step 2
 •Participant completes EDU-119
Step 3
 •BPFC issues participant a certificate of WDP program completion
 •BPFC assists participant with application for NC Child Care Credential (required for lead teachers)

Step 1
 Teachers decide to:
 •Continue early childhood employment while pursuing higher education with scholarship funds (T.E.A.C.H. & Tuition Waiver from NCCCS)
Step 2
 •Cohort model for added peer support
 •Individual coaching, tutoring & advising as needed (BPFC/A-B Tech)
 •Regular group study sessions
Step 3
 •Achieve Infant/Toddler or Preschool Certificate
Step 4
 •Repeat, Achieve AA degree in Early Childhood

WAGE\$ state-level salary supplements available to teachers with minimum of 6 birth-five focused semester hours

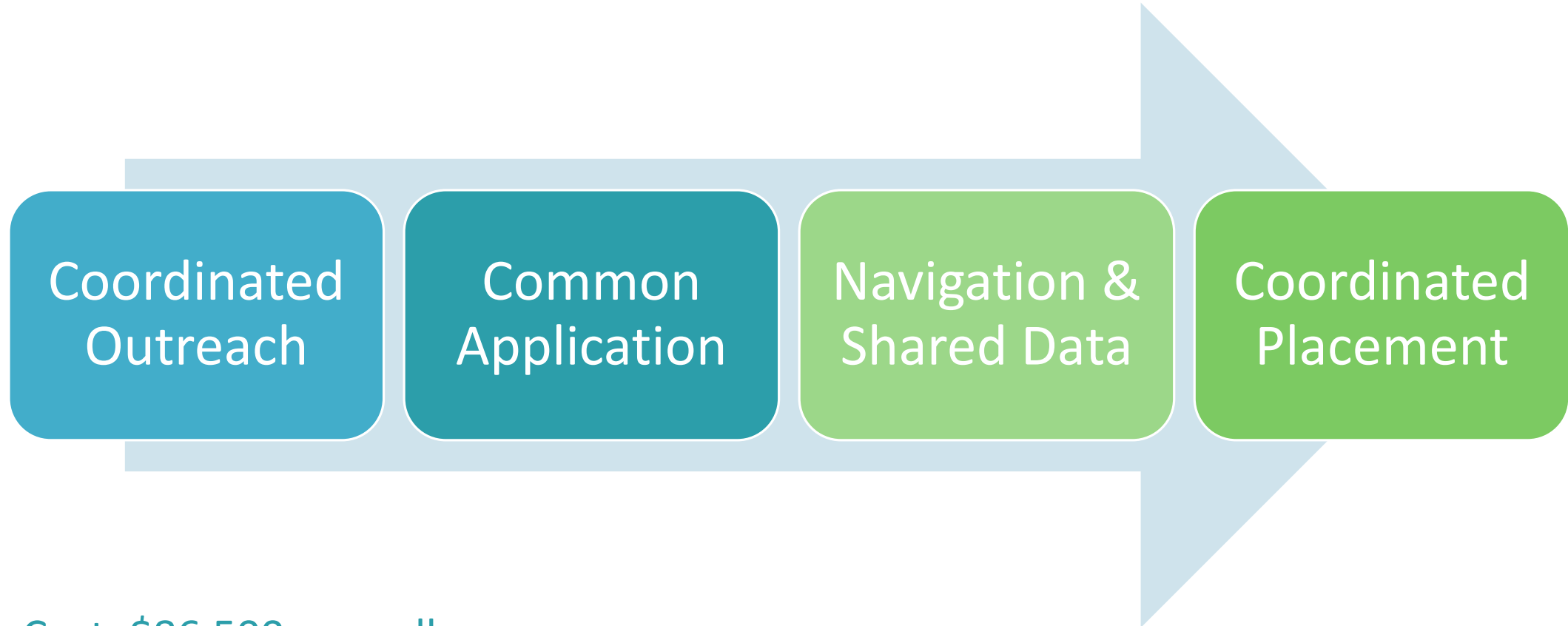
Step 1
 •Seek/maintain early childhood employment with support and continue education with scholarship funds (T.E.A.C.H. & Tuition Waiver from NCCCS)
Step 2
 •Cohort model for added peer support
 •Individual coaching and advising as needed
 •Regular group study sessions
Level 5
 •Achieve BA/BS in ECE or Birth-Kindergarten 4-year degree
 •Move to level 6 with same supports
Level 6 – Achieve BK teacher licensure (required for NC Pre-K lead teachers)

Strategy 3: Ramp-up to NC Pre-K Program



Projected Year 2 cost: \$132,500

Strategy 4: Coordinated outreach & enrollment, featuring a Single Portal of Entry



Cost: \$86,500 annually

S5: Expand wrap-around opportunities

S6: Expand transportation opportunities

In-depth demand & feasibility studies

Pilot small tests change

- Ex: Pay families mileage/stipend to arrange transportation themselves
- Ex: Offer equivalent wrap-around "subsidy" payments for NC Pre-K families who are not eligible for child care subsidy vouchers



THANK YOU

To everyone who contributed to this effort

Questions?
