

What one word describes 2020?



To what degree has each of these been a challenge for your organization recently?



Briefly, what would you most like the committee to know in regard to staffing at your organization?

Its hard to recruit and keep highly qualified staff

Turnover has increased due to fear

difficulty in having persons wanting to work in person

Training of new staff virtually is a monumental task!

Helping staff overcome "fear."

it's an ongoing challenge to recruit and retain qualified ECE teachers -- more than usual, and that's saying a lot

Lack of qualified teachers, and then no resources to train new teachers

Staffing challenges are affected by outside factors, such as remote learning, finances and extra procedures placed on staff.

we do not have secure multi-year funding for staff

Briefly, what would you most like the committee to know in regard to staffing at your organization?

Part time hiring because most likely candidates are parents who are having to school at home

decreased applicants, challenges from unemployment payment

Continues to be hard to find educated staff and staff have "fears"

Even in normal economic times, we often do not have a huge pool of applicants to choose from. That has not improved during COVID...

Constant training and necessary compliance with Covid precautions.

Safety, schooling, financial issues, turnover and recruitment

Staff are committed to the children. The pressure they feel sometimes leads to stress and concern.

So many people can't work because they have to care for their own children (preK and school age)

Keeping staff and their families healthy both physically and mentally

Briefly, what would you most like the committee to know in regard to staffing at your organization?

Recognition of the ECE careers--

Briefly, what would you most like the committee to know in regard to enrollment (or other service delivery) at your organization?

It takes time to flip our model on it's head to meet the times! Thanks for your patience. :)

In the beginnig, it was low. Recently, we have seen a slight increase in interest.

it is recovering, but not at usual levels

We would love to increase enrollment, and be able to serve more children, but are unable to because we don't have the staffing to support it

Services that are usually delivered in person have moved online - comes with its own set of challenges but also opportunities

Enrollment focus initially changed at start of COVID to accommodate essential workers

We used to have a wait list of 600 most of the time. Now, we can accommodate most families right away. (This is good and bad...)

Enrollment is down because families fear the exposure of COVID. However, we are seeing a change.

Lower enrollment to meet the social distancing needs of staff and children. We require staff and children over 2 to wear masks. But also added a break zone from masks into the classroom.

Briefly, what would you most like the committee to know in regard to enrollment (or other service delivery) at your organization?

Enrollment has been slow this year in response to COVID concerns with families. It also impacts our traditional ways of recruitment with Head Start

Our enrollment is down, it will take time to build it back up.

Due to COVID we have limited our classes to 13 per class from 18.

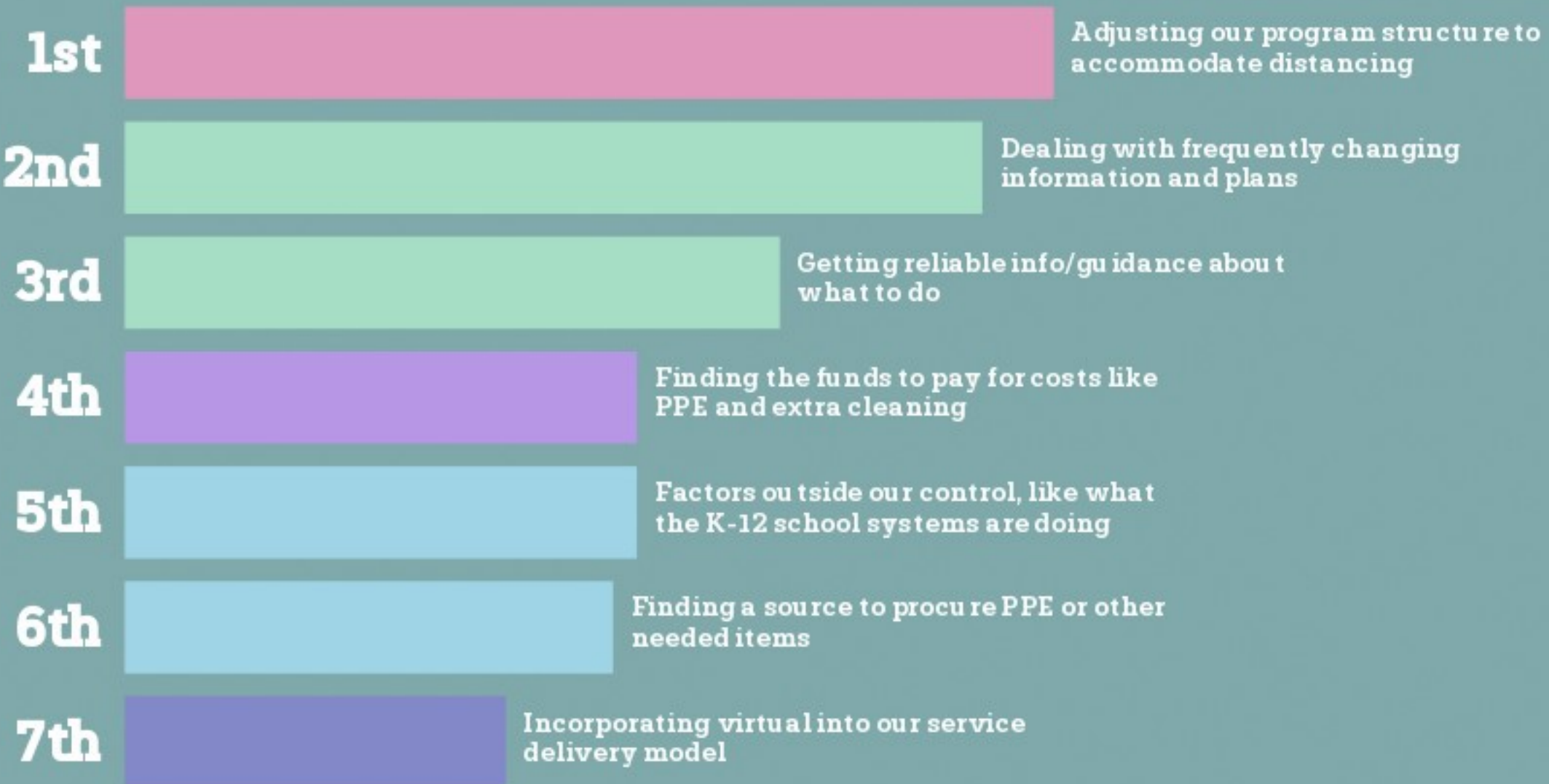
Recruiting students to return to school during this time has been challenging Access and feeling as though they have full plates already

Many Families are holding off from applying and enrolling; those that are about 60% want in person and 40% want virtual (don't yet feel comfortable sending children to school)

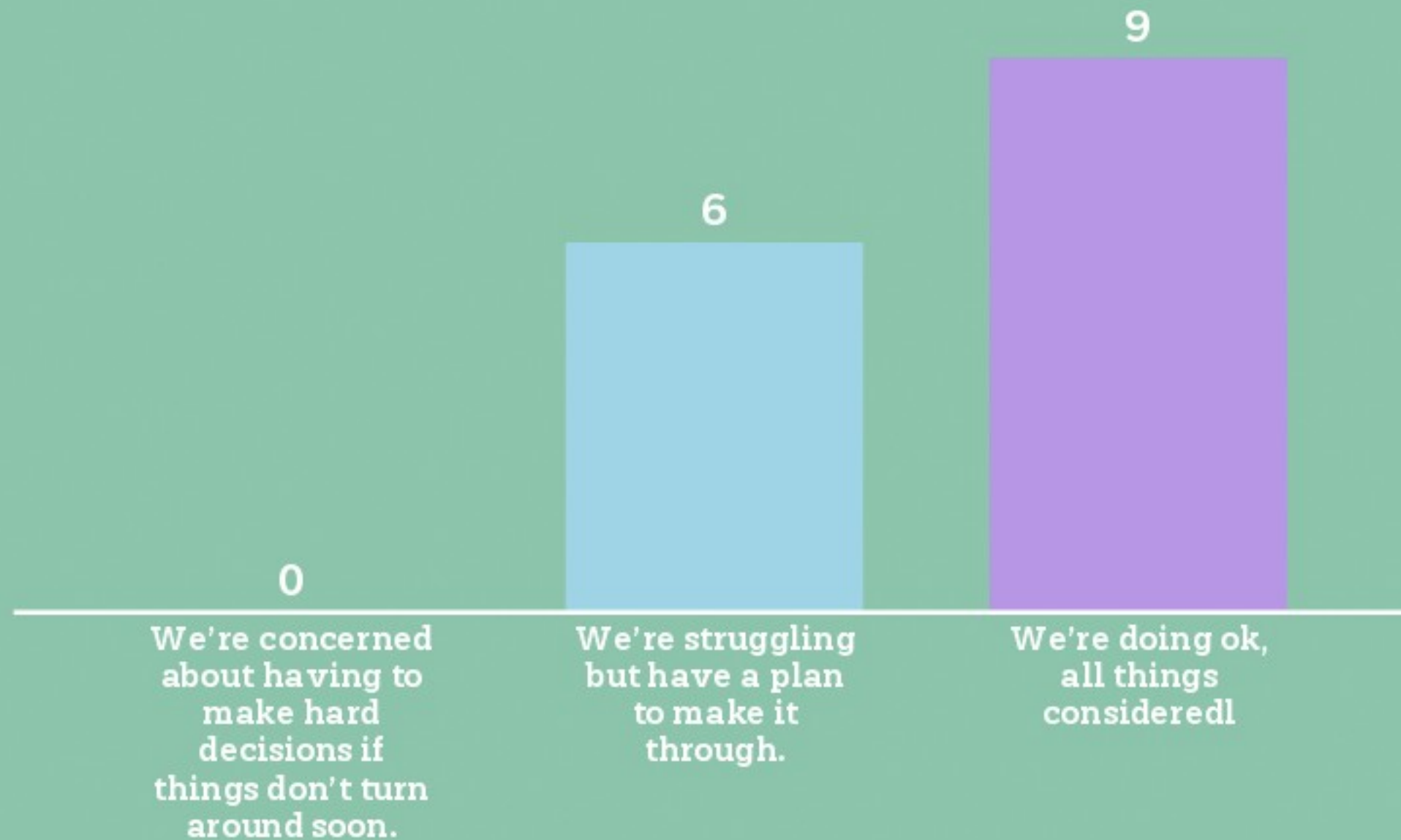
Pleased The Collins Center stayed open to serve essential workers. It was a good learning experience to go forward.

parents needing additional support

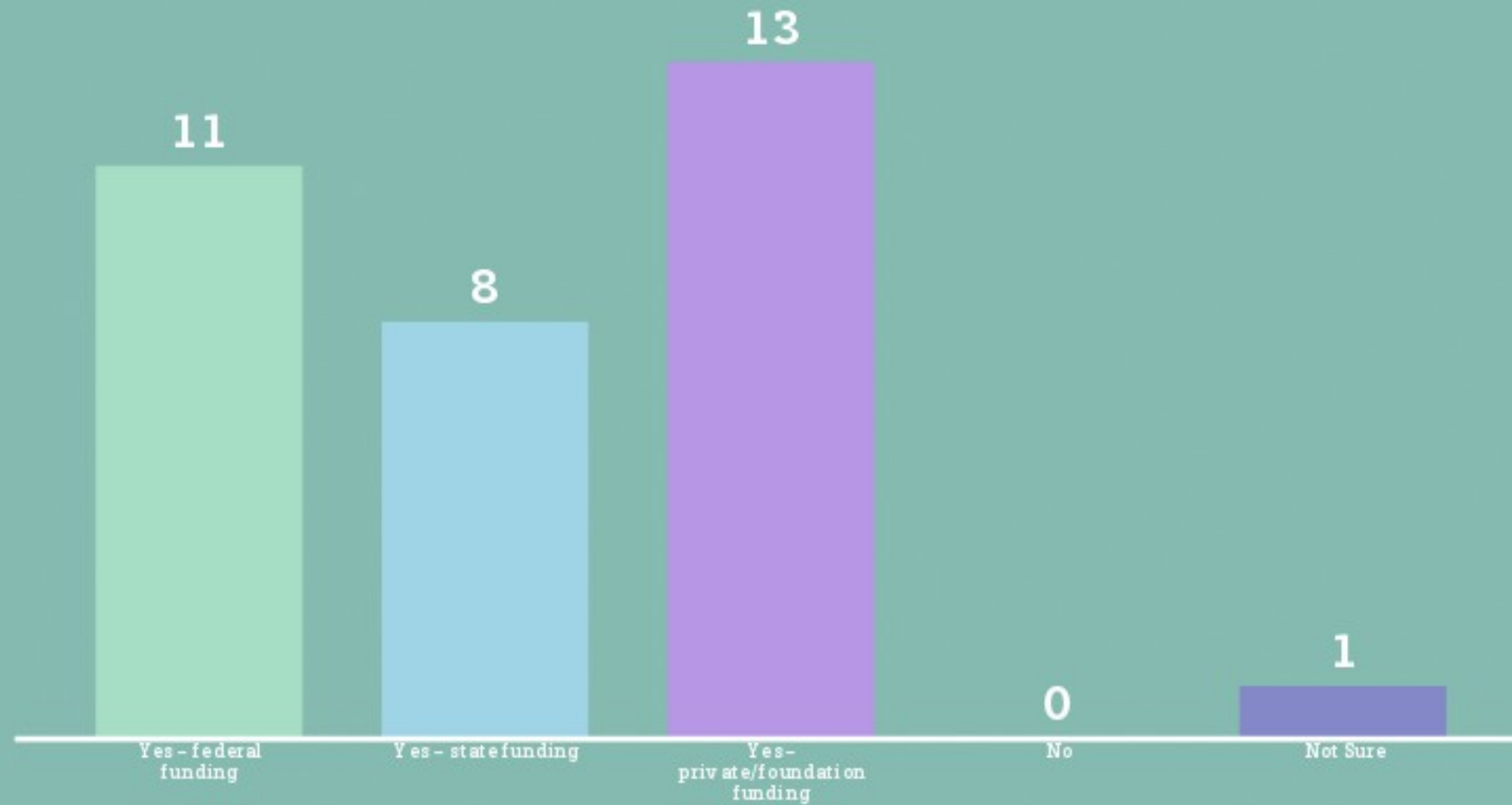
What's been the greatest challenge in regard to complying with public health measures? (please rank)



Which best describes how your organization/program doing financially? (choose one)



Did your organization receive any special COVID funding? (choose any that apply)



Briefly, what would you most like the committee to know in regard to funding for early childhood education?

Thanks and patience's

Must consider flexibility and changes to what the programs need - theme of 2020

excited that you all can still provide

Funding is always a challenge. I am concerned about 3 to 6 to 9 months out.

there has been a lot of funding help that has helped us survive thus far, but we are concerned about what the next 6-12 months will look like...

Increasing teacher compensation is crucial to recruiting and maintaining a strong workforce.

please allow for flexibility of funding use

State funding for ECE through programs like subsidy do not cover the true cost of care, especially in our region.

Being able to obtain current levels of funding is like putting a puzzle together. Important to plan long term.

Briefly, what would you most like the committee to know in regard to funding for early childhood education?

Flexibility with funding and outcomes.

Buncombe County has done an amazing job with both financial and informational support.

It is taking more staff now. With staffing being the biggest financial impact this makes it difficult.

Funding to help pay teachers where they should be paid.

Besides funding, what other resources can you think of that Buncombe County and/or the Early Childhood Committee can help you with?

teacher recruitment

Flexibility and understanding around grant outcomes

we were thrown in a tell spin with virtual learning.
Increased bandwidth for internet usage

Teacher training, workforce development

Love that we can get together I'd like to have smaller meet and greet to see where we can collaborate

Time flexible training and educational opportunities for staff.

Keep the conversation focused on the EDUCATION provided by ECE, not just "child care."

Grant research for available grants that we can apply for. Right now we have no time to do that on top of everything else.

Recruitment

Besides funding, what other resources can you think of that Buncombe County and/or the Early Childhood Committee can help you with?

Continue the great work.Keep strong on the strategic staffing initiatives.Keep funding services for children and families.

PPE

We have had a lot of community members (people walking in off the street) come and ask what we need. We have an on-going wish lists that we share. Many community members have come back with supplies for us.

Collaboration

What partnerships have emerged or changed in a helpful way since the onset of COVID-19?

Foundation PPE support partnerships

Community Foundation urgent needs availability.

Many of us prioritized new relationships/conversations to support each other. Silver lining!

Local groups providing masks for children and staff.

Our behavioral supports we put into practice. Zoom meetings, partnering with parents, and educational supports going out to families.

Just a greater sense of community during this time.

Health Department., Partnership

Support from other groups who worked diligently and generously to make and donate mask for our children. They sought us out , very thoughtful.

adaptation



What partnerships have emerged or changed in a helpful way since the onset of COVID-19?

collaboration

What one word describes something you're proud of in regard to our community's COVID-19 response?

adaptation
dedication
collaboration
orientation resilience training
communication
creativity
cohesiveness **support** safety
family support acceptance