

Boost Buncombe Children, A School-Day School-Year Pre-Kindergarten Project at Johnston Elementary

FY2021 Early Childhood Grants

Community Action Opportunities

Vicki Heidinger
25 Gaston Street
Asheville, NC 28801

admin@communityactionopportunities.
org
O: 828.252.2495
F: 828.254.4395

Mr. Brian Repass

25 Gaston Street
Asheville, NC 28801

brian.repass@communityactionopportunities.org
O: 828-252-2495
M: 828-225-3229
F: 828-254-4395

Application Form

INSTRUCTIONS

Buncombe County requests proposals for community based projects to enhance outcomes for young children and their families in our community. Grants made through the Early Childhood Education and Development Fund will be focused on access to quality early childhood care and education.

Please refer to the Grant Guidelines published on the Early Childhood Grants website at buncombecounty.org/grants for complete information about the grant program, including: Purpose; Funding; Eligibility; Timeline; Grant writing workshop; Review process; Awards; and more.

Applications are due by 5:00 pm on February 14, 2020.

BASIC INFORMATION

BASIC INFORMATION – Before completing the application, please tell us a little about the request.

Project Name*

Boost Buncombe Children, A School-Day School-Year Pre-Kindergarten Project at Johnston Elementary

Strategy*

Recognizing that some projects will use more than one strategy, select the strategy that most closely applies to this project:

Supporting capacity and/or quality for existing programs

Funding Request*

How much funding is this project requesting for FY2021?

\$138,262.00

Grant Guidelines*

Have you read and understand the information presented in the FY2021 Grant Guidelines for Early Childhood Grants (Grant Guidelines)?

If no, please contact County staff to request assistance: Rachael Nygaard, (828) 250-6536 or rachael.nygaard@buncombecounty.org.

Yes

APPLICATION

APPLICATION QUESTIONS – Responses to these questions will be scored by the grant committee. Each question is worth 10% of the final score.

Organization*

Give a brief history, including date of founding, focus, services, and record of success.

Community Action Opportunities (CAO) was incorporated in 1964 and has provided high-quality services to the community for over 55 years.

Our Mission is to help people who live on limited incomes transform their lives.

Our Vision is that we are a customer-focused, results-oriented organization, recognized as a catalyst of positive change for individuals, families and the community we serve.

Our Values focus on four principles: Teamwork, Communication, Quality, and Respect, that we use to guide our plans, decisions, and activities.

The Boost Buncombe early childhood initiative strongly aligns with our Mission, Vision, and Values.

The CAO Board of Directors provide input, guidance and oversight for all of our programs, including the Head Start Program (HS), NC Pre-Kindergarten Program (NCPRE-K), Child and Adult Care Food Program (CACFP), Life Works Self-Sufficiency Program, Weatherization Services and the Boost Buncombe initiative. Head Start Policy Council, made up of Parents and Community Members, shares governance with the Board over HS, NCPRE-K and Boost Buncombe.

CAO offers a long and effective history of delivering high quality services that are responsive and appropriate to child development and family experience. We build community partnerships to provide the highest level of family-centered services, establishing communities that share responsibility for the healthy development of children and families.

CAO has a long record of successfully implementing local, State and Federal programs. Recent examples include the collaboration with Buncombe County to serve 18 children at Johnston Elementary. CAO has maintained qualified staff and full enrollment throughout the three years, and children and families have shown significant growth and development through their participation. This past year the Boost Buncombe Families full-day full-year classroom at the Lonnie D. Burton Center was successfully opened on time with full enrollment and is meeting program targets.

Need for the Project*

What is the main issue this project is established to address? What data or qualitative factors/stories are available to show that need?

This submission continues the Children component of the Boost Buncombe early childhood initiative.

Boost Buncombe Children provides comprehensive, high quality school-day school-year early childhood education (ECE) to children three to five years old.

Boost Buncombe Families provides full-day full-year high quality early childhood education services to children ages zero to three and three to five supporting families that need longer care for their children as well as additional family support services.

Boost Buncombe Teachers will focus on workforce development and will recruit, train, hire, coach, retain and support professional development for a range of early education staff including substitutes, teacher assistants and teachers.

This Boost Buncombe Children project addresses the extremely high need in the Johnston Elementary and Deaverview communities for high-quality early childhood education services for families with three to five year old children living on lower incomes. The Project provides school-day school-year care for 18 children,

offers a safe educational environment, and supports children's social emotional development so they are successful in Kindergarten. Without this grant, these 18 children will not be served.

Three years ago, Buncombe County and Buncombe County Schools identified Johnston Elementary as a school that had children and families that would benefit from a Head Start model pre-school classroom. Johnston Elementary is the only school in the Western North Carolina to receive a grade of F in NC School Performance Grades. The school serves a high proportion of children and families that live on low-incomes and that are bi-lingual.

CAO runs a bus to Deaverview and surrounding areas to improve child attendance and better support families with transportation challenges.

This project addresses these issues by providing the flexibility and support necessary for children to be prepared for kindergarten.

Project*

Explain the project and how it will work. Include the overall purpose and any models or evidence-based practices that will be included. What specific activities and milestones are included in the project plan?

This funding request continues Boost Buncombe Children classroom opened three years ago with Buncombe County funds before Early Childhood Education and Development Fund (ECEDF) was created.

Boost Buncombe Children provides school-day school-year services for 18 three to five year old children and their families living on low incomes. Families experiencing homelessness, receiving housing assistance through HACA as well as families involved with Child Protective Services and Foster Care, or experiencing domestic violence or substance abuse are prioritized for enrollment. Children and families will receive support and services based upon the strongly evidenced-based NCPre-K and HS program models.

High quality early childhood education services will be provided for 6.5 hours a day for 180 school days per year / 36 weeks a year, including five non-child teacher training and workdays. The Program will follow the Buncombe County School Calendar. Program hours will be from 8:00 a.m. to 2:30 p.m.

The classroom is located at the five star Johnston Elementary Head Start Center located on the campus of Johnston Elementary School.

A teacher with a Birth to Kindergarten degree or equivalent and/or a NC Teacher License will lead the teaching team supported by qualified teacher assistants. A Family Service Associate with a Bachelor's degree in Social Work or equivalent will recruit and enroll children and families as well as provide family partnership program supports.

Project implementation is streamlined as the classroom has been running for three years. CAO is already actively recruiting children and families as well as retaining teaching staff for the 2020-2021 school year. Families will be enrolled beginning in June with an August start date.

CAO has maintained qualified staff and full enrollment throughout the three years, and children and families have shown significant growth and development through their participation.

People Served*

Who will be served by this project? Include demographics for children and families served, workforce, and/or any other relevant groups.

All parents want their children to succeed in school and in life. CAO works with parents to support their child's cognitive, social, emotional and physical growth. We recognize parents' role as their child's primary educators and nurturers, helping them learn how to support their child's healthy development.

The project serves families that live in Buncombe County with a focus on the Johnston Elementary catchment area.

Families that are homeless, receiving housing assistance through HACA or experiencing un-affordable housing as well as families involved with Child Protective Services and Foster Care, or experiencing domestic violence or substance abuse are prioritized for enrollment.

Using ECEDF, NCPRE-K, CACFP and Head Start funds allows for flexibility to serve families that need high quality early childhood education for their children. While not providing full-day full-year services, the Project supports families having the opportunity to work or go to school without having to meet the strict subsidy criteria.

It is anticipated that the families served this coming year will be much like the families that are currently being served by this Project. Of the 20 total families (two drop/adds) served this year:

3 families are experiencing homelessness; 5 live in housing authority complexes or receive Section 8; 8 have housing expenses that are over 50% of their income;

12 families indicated a family dynamic that included domestic violence and/or substance abuse or extreme family conflict.

8 of the families earn less than 50% of the Federal Poverty Level (FPL) and 10 live on incomes between 50% and 100% FPL and 2 between 100% and 130% FPL.

12 families are one parent households, 8 are two parent households and 2 are living in a foster/kinship placement.

11 children are four year old, and 9 are three years old.

5 children are African American, 11 are white and 4 are multi/Bi-racial or other. 7 are Hispanic.

10 are boys and 10 are girls.

Results*

What results do you hope to achieve with this project? Be specific about how much impact the project will have in line with the goals of the fund, and how many people will be served.

For projects requesting funding for slots, also please include:

- Total new slots created
- Total slots maintained
- # of Subsidy slots created
- # of Subsidy slots maintained
- # of teachers/staff positions created
- # of teachers/staff positions maintained

Boost Buncombe Children strongly aligns with the goals and purposes of the ECEDF.

This classroom maintains 18 slots of comprehensive, school-day school-year preschool services to children and families in Buncombe County serving the Johnston and Deaverview communities. These slots will not otherwise be available without this continued funding.

The Project increases the availability of high quality early childhood care and education to meet a high need in our community for families that live on lower incomes. It scales up and provides additional children and families served by the CAO Head Start model of school-day school-year services. It provides additional support services to children and families to prepare children for school and for parents to become more self-sufficient and avoid the childcare subsidy cliff effect.

The childcare subsidy program can be an unreliable funding source for families and childcare programs. This Project leverages ECEDF, NCPRE-K, CACFP and Head Start funds but not Subsidy funds to support families qualifying for this scholarship and therefore no subsidy slots will be created or maintained.

Two staff positions, consisting of one qualified Teacher and one Teacher Assistant, will be maintained to support the Project.

The model's comprehensive early education services will result in 18 more children, from families that live on low incomes, becoming ready for school. Children will have developed the skills, knowledge, and attitudes for success in school and life. Children's growth outcomes and progress towards achieving school readiness is measured regularly.

18 families will be ready to support their children's learning as they move toward self-sufficiency. Families' progress towards meeting goals for self-sufficiency is measured using the CAO Family Assessment Tool.

Johnston Elementary will see improved outcomes resulting from children and families being prepared to enter Kindergarten.

Evaluation*

How will you know you have succeeded? Explain the project evaluation process, including specific measures that will be tracked.

CAO has multiple streams of evaluation for Boost Buncombe Children.

CAO measures progress towards achieving school readiness by using The Creative Curriculum and Teaching Strategies GOLD Child Assessment Tool (TSG). These evidence-based instruments reflect the latest research and are proven valid and reliable. They are approved by NCPRE-K, and are fully aligned with the Common Core, NC Foundations, and Head Start early learning standards. Teaching staff are trained and mentored by supervisors and complete the online TSG Interrater Reliability certification to ensure fidelity.

We analyze and review child outcome data three times a year to identify areas of strength, growth, and make adjustments to the program. We are able to determine the progress children make to be prepared for school and life by evaluating growth in the 8 developmental domains on the TSG continuum.

CAO also completes family assessments to identify interests, desires, goals, needs and strengths of the family, and to help our Program determine how to best work with the family to attain self-sufficiency. The assessment is completed at the beginning and end of the year, so that change can be tracked and reported.

CAO uses ChildPlus and TSG to input, monitor, and report child and family information and services and staff information. The Program will measure:

- Enrolling 18 children with a goal of achieving 85% attendance per child.
- Conducting two home visits and two parent conferences for each family annually.
- Tracking child outcomes and reporting at least three times per year (Fall, Winter, Spring).
- Performing or reviewing screenings for each child including: physical health, dental, vision, development, mental health, nutrition and disabilities.
- Offering family engagement opportunities including volunteering, parent meetings, site-based Parent Committee, Policy Council, and the Family Partnership Agreement process, which is a strength based family assessment aligned with self-sufficiency goals.

Equity*

Describe your approach to racial and socio-economic equity, both inside and outside the organization. What are some specific examples of practices that are in place or to be put in place with this project?

CAO has a holistic approach to early childhood education that extends beyond the classroom to close gaps created by race, poverty and other risk factors. CAO services are based on cultural competency, diversity awareness and inclusion processes. Our Education, Health and Family support services are responsive to the individualized needs of children and families. Ongoing partnerships with families support equity approaches while seeking to achieve individualized goals for students and self-sufficiency for families. We strive for a trauma-informed practice that recognizes the impact of social and community stressors on children and families and provides appropriate supporting environments.

CAO actively recruits a diverse community of children, families and staff using a wide range of resources and outreach opportunities. We collaborate closely with community groups to reach children and families. We prioritize children and families that are experiencing homelessness, living in housing authority properties, and have extreme family circumstances among a range of additional eligibility criteria. We also recruit for staff from our Head Start families and the communities that we serve.

CAO governance includes a diverse Board of Directors and a parent-led HS Policy Council. Our 21 member Board of Directors represents three distinct community elements: 1/3 are elected customer representatives,

(citizens who live on limited incomes), 1/3 are local public officials or designees, and 1/3 represent private sector functions such as business, education, non-profit, etc. Our over 18 member Policy Council representatives are parents elected from each location and community representatives.

Being responsive to the needs of the greater community and to individuals requires a “nothing about me, without me” approach. CAO strives to bring voices to its table and community tables to recognize race and ethnicity while analyzing problems, looking for solutions and defining success.

Collaboration*

List any formal and/or supportive partners. Describe their roles in the project. How will they make it stronger?

For over 55 years, CAO has been supporting collaborations in Buncombe County to address the needs of families that live on low incomes. As a community action agency, partnering with the community and customers we serve is a fundamental aspect of our existence. We have many staff engaged on community boards, committees, initiatives and events.

The Boost Buncombe initiative, including Boost Buncombe Children, builds on CAO’s existing community partnerships. We will strengthen partnerships with HACA, Buncombe Partnership for Children, Buncombe County Schools, Buncombe Health and Human Services, and many other organizations to recruit and support children, families and staff. We will also build on existing relationships with homeless and domestic violence service providers that will provide stability for children and families.

Resulting partnerships support families to do job and skill training, job searches, education development and gain experience in part-time or low-wage jobs while eliminating the childcare cliff effects for families becoming more self-sufficient.

We have leveraged CACFP, NCPRE-K and Head Start funding to offset classroom costs and maximize opportunities for expansion.

Buncombe County Schools provides in-kind space for the classroom location at the Five Star rated Johnston Elementary Head Start Center.

Maintaining and strengthening existing collaborations, as well as building new relationships, is key to the continued success of our Head Start program, NCPRE-K services and the Boost Buncombe initiative.

Budget*

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Explain how grant funds will be used, specifically what type of expenses will be covered by County funds. Describe other sources of revenue, including type of funding, source, restrictions and status.

FY21_ECE_Grant_Budget_Form Johnston 51 SD SY 2020 02 13.xlsx

CAO Head Start has long been a leader when it comes to creating unique community partnerships to maximize the utilization of Federal, State and local government funding and resources to support high quality early childhood education.

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

Total added Project revenue is \$170,262. The Project proposes \$138,262 from the ECEDF. Eight NCPRE-K dually enrolled with Head Start slots contributes \$400/month for 10 months for a total of \$32,000 in revenue.

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. Examples include travel, additional supplies, and professional development as well as child health and wellness supports.

Total Project expenses are \$170,262. The majority of Project expenses relate to personnel, as the primary purpose of the project provides staff to support children and families.

\$135,656 supports personnel related expenses, including \$85,041 for full-time salaries, \$2,000 for overtime, \$5,652 for substitutes, \$844 for Workers Compensation and \$42,119 in fringe benefits.

\$2,747 for IT cost pool that provides technology materials and support.

\$5,000 provides breakfast, lunch and snack for children and is the difference between revenues and expenses for CACFP. This also includes \$2,500 for teacher meals, which allows teachers to support learning and family style mealtime.

\$1,250 for classroom and teachers choice supplies and food service supplies.

\$24,037 covers indirect cost rate agreement and department shared costs.

\$1,572 supports facilities services, field trips and parent activities.

Sustainability*

How will the project continue to succeed after the funding of the grant? Explain your plan for making this an ongoing effort.

The Boost Buncombe initiative and this Boost Buncombe Children School-Day School-Year Pre-Kindergarten Project at Johnston Elementary is supported primarily by ECEDF funds, with additional funds coming from NCPRE-K, Head Start, CACFP and in-kind support from Buncombe County Schools.

Many families living on lower incomes with young children do not qualify for the child care subsidy voucher program and face childcare cliff effects as they become more self-sufficient. The childcare subsidy program can be an unreliable funding source for families and childcare programs. This Project leverages ECEDF, NCPRE-K, CACFP and Head Start funds which allows for flexibility to serve families that need early childhood education for their children.

Changes to the local Head Start program from either the local or Federal level may allow for increased Head Start funding in the classroom. These slots would be able to cover three and four year olds whose families live on less than 100% of the FPL.

When the Buncombe NCPRE-K Committee receives expansion funding, it is possible that additional four year old slots could be identified to increase revenue for the Project. These slots would be able to serve four year olds whose families live on less than approximately 100% FPL. Increasing revenue from supporting partnerships would reduce the ECEDF request and increase the long-term sustainability of the Project.

OPTIONAL INFORMATION

OPTIONAL INFORMATION – This information will not impact grant scoring but will be helpful to the committee.

Partial Funding

If the project were to be offered a grant for partial funding, what factors would need to be considered?

This project directly speaks to a large need in our community for high quality early childhood education services for families that live on low incomes. This initiative maintains this classroom and slots based upon the priorities identified by the Board of Commissioners and the ECEDF Committee.

If this Project were not funded, the classroom would not continue, and these 18 slots would be removed from the community.

Multi-Year Funding

If you would like this project to be considered for multi-year funding (up to 3 years), what amounts would you request for years 2 and 3? What milestones would this funding allow you to accomplish? Explain why more years are needed to accomplish goals.

This Project has been single-year funded for the past three years. Beginning with the 2020-2021 year, CAO is making a request for multi-year funding for \$138,262 for each of the three years for the Boost Buncombe Children, school-day school-year Pre-Kindergarten Project at Johnston Elementary.

A three-year period of funding will provide needed stability for families, staff, the community and the agency. With three years of Project support, families rely on these slots for their children. It takes time for communities to build trust with new programs and CAO Head Start has a long and strong record serving children and families in Buncombe County. We have been very fortunate to have low turnover during the Project however stability in the funding will ease staffing challenges and support essential consistency in classroom staff for children and families. The CAO HS Grant is on a five year cycle and even annual planning is an 18 to 24 month process. Project success is predicated on maintaining funding as well as recruiting and retaining staff and families. Receiving funding for a three-year period would provide the support, structure and stability for success.

In years two and three, we would request the same ECEDF funding, supporting expected and reasonable increased costs through additional NCPRE-K or Head Start funding. The three-year total would be \$414,786.

Resource Support

How can Buncombe County support your organization with this project and in strengthening your work (related to equity, scale, or impact)?

We know we have the space for expansion classrooms and we know many families have the need for expansion services. The most unknown facet of this initiative and largest challenge this past year is hiring and retaining qualified staff to serve in the expansion classrooms. Buncombe County's continued support of a variety of ECE workforce development initiatives is critical to meeting the short, medium and long-term success of any plan to support access to quality ECE.

CAO has been successful over the years at 'building our own' workforce. We begin with classroom volunteers or substitutes, and support their growth through paying for college classes towards childcare Credential, Associate and Bachelor degrees. Supporting Boost Buncombe Teachers will strengthen the ability to meet staffing needs.

CAO's current partnership with Buncombe County to support a preschool classroom at Johnston Elementary has been very successful. The County's utilization of citizen outreach efforts has been very successful.

Scale-up

What is your vision for how the strategies from this project could contribute to a significant scale-up the overall system to collectively address the child care crisis?

The Boost Buncombe early childhood initiative builds upon existing community strengths and leverages local, State and Federal funding to create a scalable infrastructure to meet ECE needs in Buncombe County.

Boost Buncombe's vision meets family and community needs for high-quality ECE through offering school-day school-year or full-day full-year services and builds the workforce necessary for these expanded services. It also incorporates the opportunity to expand services to zero to three year old children. Framing the initiative as a 'scholarship' opportunity flips the script on 'childcare subsidy' language that will engage parents and the community on the importance of ECE.

The largest challenges to scaling the initiative is recruiting and retaining qualified teachers and identifying licensable space for expansion classrooms to support increased funding levels.

CAO anticipates additional future requests to support and expand the Boost Buncombe early childhood initiative.

Other

Is there anything else that you want the committee to know?

Children and families receive comprehensive support that is critical for success.

CAO begins taking applications in January and enrollment of eligible children and families begin in June and July with the first day of school in August. Recruitment and enrollment continue throughout the year. Upon enrollment, the Health Services team will review child health, disability, and nutrition information and provide resources and referrals as needed. The Family Services team also begins the family partnership process at enrollment.

Child services include full-day full-year, high-quality early childhood education. Children will receive a full range of developmental and health screenings, individualized curriculum and instruction, and social emotional development support. Children will receive nutritious meals during the day. Child progress is tracked, documented, and shared with parents using an evidenced based curriculum and child outcomes assessment tool. Families will receive at least two home visits and two parent teacher conferences throughout the year.

Family support services include an enhanced family partnership process that focuses on family strengths assessment, family goal setting, crisis assistance, and resource and referral support services. Recognizing the importance of economic stability and need within the community, the Program will offer Financial Capabilities training and Home Buying workshops.

Transition activities will engage parents in becoming their children's advocate as they prepare for entering the Program and then moving on into Kindergarten. CAO has transition agreements with the Vener Early Head Start Programs, Asheville City Schools and Buncombe County Schools to define the steps taken to ensure parent support when a child enters the Program and then when a child transitions into Kindergarten.

File Attachment Summary

Applicant File Uploads

- FY21_ECE_Grant_Budget_Form Johnston 51 SD SY 2020 02 13.xlsx

Early Childhood Education and Development Fund Proposed FY2021 Project Budget (July 1, 2020 - June 30, 2021)

Organization Name:	Community Action Opportunities
Project Name:	Boost Buncombe Children, A School-Day School-Year Pre-Kindergarten Program at Johnston Elementary
Grant Amount Requested:	\$138,262

FY2021 Proposed Project Revenue	Amount	Notes
Proposed Buncombe County Early Childhood Grant	\$ 138,262.00	
List other sources: NC Pre-K Program	\$ 32,000.00	Eight children will be enrolled in NC Pre-K at the dually enrolled rate
List other sources:		
List other sources:		
List other sources:		
List other sources:		
List other sources:		
Total	\$ 170,262.00	

FY2021 Proposed Project Expenses	Proposed Grant	Other Funds	Total	Notes
Personnel	\$ 103,656.00	\$ 32,000.00	\$ 135,656.00	Salaries & Wages, WC, Fringe Cost Pool
Travel/Training			\$ -	
Technology	\$ 2,747.00		\$ 2,747.00	IT Cost Pool
Curriculum/Assessments			\$ -	
Licensing/Dues			\$ -	
Nutrition	\$ 5,000.00		\$ 5,000.00	CACFP Cost Pool, Teacher Meals & Food Expense
Transportation			\$ -	
Supplies/Materials	\$ 1,250.00		\$ 1,250.00	Classroom Supplies, Teachers Choice Supplies
Building Maintenance/Repair			\$ -	
Rent/Occupancy/Utilities			\$ -	
Furniture			\$ -	
Playground/Outdoor space			\$ -	
Printing/Marketing/Website/Postage			\$ -	
Admin Expenses (Legal, Accounting, Insurance, etc.)	\$ 24,037.00		\$ 24,037.00	Indirect Cost Pool, Dept Shared Cost Pool
Other (please list in comments section)	\$ 1,572.00		\$ 1,572.00	Facilities Allocation, Field Trips, Parent Activities
Total			\$ 170,262.00	

Overall Organization Budget	Amount	Notes
FY2019 Actual Year-End Revenue	\$ 10,187,886.00	
FY2019 Actual Year-End Expenses	\$ 9,974,973.00	
FY2020 Adopted Budget Amount	\$ 11,134,360.00	
FY2021 Proposed Budget Amount	\$ 11,400,000.00	

Organization Name:	Community Action Opportunities	Project Name:	Boost Buncombe Children, A School-Day School-Year Pre-Kindergarten Project at Johnston Elementary
---------------------------	---------------------------------------	----------------------	--

COVID-19 Response:

At this point, the current situation with the COVID-19 pandemic has NOT affected our FY 2020 - 2021 applications. There are no changes to scope, staffing, timelines, or other details in our applications. We plan on meeting all project goals of these applications.

We plan on returning to school in the Fall, if not sooner, if conditions allow. For the most part, our programs follow the Buncombe County School calendar. Our Boost Buncombe Families program at the Lonnie D. Burton Center follows a full-day full-year schedule.

This year, while all CAO classrooms are currently closed, we are serving our families through a modified virtual home-based program. CAO is still open for business and staff is working hard to maintain connections with and support children and families.

- Providing activities to families with take-home packets, as well as through virtual platforms, such as Zoom, Google Hangouts, Facetime, Skype. 2-3 contacts a week with families is the minimum that is expected. Faculty is individualizing based on needs and circumstances of families.
- Utilizing TSG, ECLKC, Early Learning Network, Creative Curriculum as resources for planning and suggestions for families
- Using the Remind app to send text messages with curricular suggestions, community resources, programmatic announcements
- Documenting efforts, engagement, family contacts in ChildPlus
- Documenting anecdotal notes and evidence of developmental progress in TSG provided by families
- Utilizing Google Drive to share resources internally. For example, Crystal McKinney, our Ed Manager, has created a shared folder of Resources for Modified Home-Based Instruction for faculty to access and contribute
- Teachers are acting as the pivotal points of contact to make referrals to internal staff, as needed
- Through the online application in ChildPlus, families are still able to apply for next year. FSAs are able to conduct eligibility interviews over the phone at this time to help continue the application process. FSAs are also engaged in working with the returning applications for children who will be with us next year.
- Family Service staff are busy with outreach to families and assisting with distribution of food and other essentials as available.

Response to Committee Questions:

1. Will subsidy always be needed to maintain this program?

The model for this program is to provide families that live on low incomes with comprehensive high quality school-day school-year early childhood education services. This project braids Federal Head Start and CACFP funds, State NC Pre-K funds and Buncombe County ECEDF funds.

This program is not currently and not likely in the future, sustainable without County support. Individually, none of these funding sources are able to support a new classroom (new three years ago, as this application for the 2020-20201 school year will be the fourth year of this classroom). If there is expansion of the Federal or State programs, it may be possible to back out some Buncombe ECEDF funds.

2. Can you break down the salary amount in the budget?

This school-day school-year classroom will be staffed with a qualified Lead Teacher and a Teacher Assistant.

The Lead Teacher salary is budgeted at \$24.93 an hour/\$43,079 annual school year with an additional cost of \$24,290 in benefits.

The Teacher Assistant hours are budgeted at \$12.64 per hour / \$21,842 annual school year with an additional \$12,315 in benefits.

Salaries also include an allocated percentage of salaries and fringe for an Education Supervisor (\$9,458), Family Service Associate (\$14,916) and a Family Services Supervisor (\$2,104). The salary line item also includes \$2,000 in overtime for non-exempt staff and \$5,652 in part-time salaries for classroom substitutes.

The above amounts do not include a 2% Cost of Living Adjustment that will become effective July 1, 2020.

Head Start and NC Pre-K funding supports the cost of additional salaries including health, disabilities and nutrition services as well as maintenance, IT and administrative support.