

# Sustaining Enhancing Acquiring Success (SEAS)

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*FY2021 Early Childhood Grants*

## ***The Christine Avery Learning Center***

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# Application Form

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## ***INSTRUCTIONS***

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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](http://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***

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

### **Project Name\***

Sustaining Enhancing Acquiring Success (SEAS)

### **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?

\$537,000.00

### **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](mailto: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.

The Christine Avery Learning Center, Inc. (CWA) is an educational nonprofit based in Asheville. CWA supports racially and socio-economically marginalized families by equipping, empowering, and energizing the next generation of socially conscious leaders through programming that focuses on academic, social, cultural, spiritual, and civic development. CWA is named after the late Christine Watson Avery, who alongside her husband served Asheville for over 50 years as educators and Civil Rights activists. Some of their accomplishments include winning the lawsuit that integrated Asheville City Schools and building the Mountainside community apartments. CWA opened doors in February 2015 as a licensed child care program for school-age youth, providing afterschool and summer enrichment. June 2015, CWA incorporated a middle school program, S.T.A.R.S., that provided culturally-rooted, civic-based STEAM enrichment for youth grades 6-9. In 2017, CWA accrued the Hill Street Daycare, a program started by Christine Avery in the 1960s, expanding its services to early childhood education while sustaining the oldest, only Black operated childcare program in Asheville. In 2017, CWA initiated the School of Life, a summer enrichment program for youth grades 9-10. CWA supports parents through collaborations with other organizations, and hosts an NC Pre-K classroom. CWA is known for cultivating and supporting racially and socio-economically marginalized youth, particularly those who have highly traumatic experiences (e.g., death or incarceration of a parent/sibling, drug addiction, etc.) that render social-emotional-behavioral challenges (e.g., home displacement, afterschool program displacement, suspension from school). CWA transforms the experiences of these students and families by embracing the “I am Lovable and Capable” philosophy, rendering improvement in the youth’s academic, social, and civic performance.

### 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?

There is a great need for culturally-competent, credentialed professionals attentive to “high needs” children and families in early childhood education. Few people can effectively engage and support children and families from non-white racial groups who also endure severely traumatic incidences. CWA primarily serves this population, Black children from low socioeconomic backgrounds with high needs (e.g., violent death or incarceration of parents, born to mothers who were addicts during their pregnancy, homeless, violent neighborhoods, on the autism spectrum). For example, one of the many families CWA serves has three-year-old twins born to a mom who was an addict and in jail during their birth. These twins, after being in foster care, now live with their mom, a single parent of four working multiple jobs to support her children and cannot afford to pay her childcare bill. Although CWA provides these twins with high-quality care, we currently do not have the capacity to effectively serve all of the families who too share similar narratives given the limited amount of resources CWA maintains. We are requesting funds to enhance our services by upgrading our classrooms and materials, and supporting our staff’s continued development in early childhood education and trauma-informed service. Likewise, CWA’s reputation for providing high-quality care has prompted more families to apply for CWA’s early childhood programs. One parent wrote on a Google Review, “I love CWA! I have 2 grandsons in their day care and afterschool programs. The programs are safe, age appropriate, educational and fun...I would recommend CWA to families looking for quality child care.” CWA does not currently have space to take on more students. To meet the needs and requests of the

community, CWA seeks resources to support the creation of more early childhood classrooms, an endeavor underway through CWA's partnership with St. Mark's Lutheran Church

## 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?

Project SEAS will: 1. Upgrade CWA's materials (e.g., furniture, materials, technology, playground equipment, etc.) to enhance the quality of instruction and developmental support provided. This includes procuring materials specific to educating students with high-needs. 2. Provide financial support for existing staff to pursue credentials in early childhood development with foci on counseling, trauma support, or special education. 3. Hire a specialist in trauma-informed support (i.e., supporting youth on the autism spectrum, responding to violence-based trauma, attending to homelessness and food insecurity) to serve as a resident expert who would assist CWA in applying evidence based practices to its curriculum and lessons (e.g., a culturally-specific, Universal Design for Learning approach). The expert would co-facilitate "community talks," providing the CWA community with culturally-competent, holistic strategies for raising racially and socioeconomically marginalized, high needs youth. 4. Provide the materials and initial salary for staff in the two new classrooms created through the partnership with St. Mark's Lutheran Church, and scholarships for students. Children exposed to high quality early learning (i.e., having tailored activities taught by trained and supported staff) are less likely to need special education services in K-12, less likely to commit juvenile offenses, and more likely to graduate high school (Workman & Ullrich, 2017). CWA will enhance its programs by supplementing its culturally-competent services in evidence-based practices that support high needs youth, and having the resources and support to enact and expand those practices beyond its current capacity. Project SEAS activities for the year include procuring materials for both the existing and new CWA site, hiring a specialist, enrolling staff in early childhood courses, hosting quarterly staff PDs, and two "community talks" specific to the expertise of the residential expert.

## People Served\*

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

CWA serves 154 total students ages two to fifteen years old. Of these 154, 128 students identify as Black, 10 identify as White, 2 identify as Latinx, and 14 identify as Bi-Racial (having one Black parent and one White parent). CWA's gender dynamics are roughly 60:40, boys to girls. The 154 students constitute the 104 families served by CWA. 55 of the families have household incomes that are more than 200% below the federal poverty line. There are 59 students in the early childhood program. Of those 59 students, 49 identify as Black, 7 identify as Bi-racial (having one Black parent and one White parent), and 3 identify as White. 33 of the 59 students are males and 26 are females. 42 of the early childhood students (71%) come from families who are more than 200% below the federal poverty line, with the remainder of the students coming from families who have a demonstrated financial need. Of the remaining 17 students, 3 of their families (5% of total group) pay a rate comparable to other childcare programs with the rest of the families paying based on a sliding payment scale that is contingent upon their annual income. Approximately 20% of the students have known severely traumatic incidences (like the twins born to a mother who was in prison at the time of their birth). Approximately 35% of our students have a diagnosed or a highly noted differential ability (e.g., behavioral, speech, or autism spectrum). CWA's students and families will be the primary beneficiaries of Project SEAS. CWA's staff will also benefit from this project, many of whom are from the same communities CWA serves. CWA's administration team is comprised of three Black women; the staff is 9 Black men, 13 Black women, and 1 white woman.

## 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

Through Project SEAS, CWA will enhance its curriculum design and implementation by incorporating evidence-based tools and practices that best support the learning and development of high-needs youth, yielding improvements in students' academic, social, emotional, and behavioral skills. These results will occur by purchasing new materials and equipment relevant to 21st century learning and attentive to a diversity of learning needs for the four early childhood classrooms at the existing site, as well as expanding and upgrading its playground to a natural playground. Providing some financial support for 9 staff to pursue associate degrees in early childhood education with an emphasis on trauma-informed care, 2 staff to pursue early childhood administration credentials, and 1 staff to pursue a BK degree will also support our results. In upgrading its classrooms and enhancing its playground, CWA will be able to enroll up to 7 additional students at its current location. These 7 slots will be equally available to subsidized and private paying families. CWA will open and equip two additional early childhood classrooms (ages 2 – 3 years old) at St. Marks, enrolling 20 additional students and hiring 5 additional staff, 1 site director and 4 teachers. The equipment purchased will also support 21st century learning while attentive to a diversity of learning needs. Of the 20 new slots opened, 15 (75%) will be reserved for subsidized families and 5 will be open for private pay families. 5 partial scholarships will also be created through project SEAS. One resident expert will be hired on a renewable, yearly contract. This expert will provide professional developments and family engagements for all 31 staff (26 existing and 5 new) and the families and community served by CWA. This will result in the expansion of CWA's families' understanding of the resources and best practices for supporting their children from a holistic perspective.

## Evaluation\*

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

To determine the success of Project SEAS, CWA will implement fidelity testing, examining the extent to which the proposed objectives were completed (i.e., did CWA purchase new materials, did CWA provide incentives and support staff's continuing education, did CWA hire one specialist to serve a one-year term, and did CWA open and equip two new classrooms at St. Mark's Lutheran). The fidelity testing will occur at the end of the grant cycle. CWA will collect artifacts from all training and professional development endeavors such as curriculum and lesson plans designed, any outcomes of the activities implemented in the community talks, and grades/ reports from courses taken. These documents will provide insight into the progress made by CWA staff and parents regarding their understanding and implementation of the materials, strategies, and tools provided. CWA will disseminate satisfaction surveys to the parents at the end of each community talk to determine their overall experience of the events. CWA will also offer an "end of the year" survey to parents to ascertain their thoughts regarding enhancements to CWA's services. Lastly, CWA will implement periodic academic, social, emotional, and behavioral assessments to monitor the progress of the students served through the new lessons and materials applied.

## 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?

CWA's approach to racial equity involves providing childcare programming and support services that promote racial pride, love, and empowerment to students and families who are marginalized because of the social positioning of their racial identity in the broader U.S. society. This includes the recognition, acknowledgment, and centering of Black and Brown racial identities and experiences in the programs, services, and events provided by CWA. CWA's approach to socioeconomic equity involves providing access to high-quality childcare at a price that is affordable to the parents and families served. Given structural racism and classism that restrict the type of jobs our parents can maintain, many of them cannot afford to pay for childcare at the traditional rates. CWA maintains a sliding childcare fee for families who do not have childcare vouchers. During times of economic hardship (i.e., job transitions, changes in the family structure or stability), CWA supports the families, negotiating individual payment terms with the families that allow their children to remain in the program even if the parents cannot pay at that time. We believe that the existing policies and structures of society disproportionately marginalizes people of color and people of low socioeconomic status. And in these circumstances, the children, those who are the most innocent, are often those who suffer the most. In our efforts to combat systemic oppression and promote racial and social-economic equity, we strive to provide high-quality programming that fosters pride in students' racial identity while advancing their academic, social, emotional, and personal development, without constraints on who we serve given their socioeconomic status.

## Collaboration\*

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

St. Mark's Lutheran Church is a partner for the two new CWA early learning program site classrooms. For this project, St. Mark's will provide the building, some infrastructure, and resources to start and sustain the early childhood classrooms. Asheville City Schools is a partner for the NC PRE-K classroom held at the current CWA site, as well as a collaborator with the school-age afterschool and summer programming. For this project, they will provide a professional learning community that supports the teachers. Buncombe County Partnership provides consultation and support in running and sustaining early childhood classrooms. For this project, they will continue to support CWA administrators in these endeavors. University of North Carolina – Asheville provides support for CWA's school-age and middle school afterschool and summer programming. For this project, they will provide volunteers and summer staff to support the education and development of the children. Asheville-Buncombe Technical Community College provides support by assisting CWA staff in enrolling in early childhood education courses and procuring scholarships. Through this project, AB-TECH will continue to support CWA employees' continued education and development by coordinating with the leadership around new courses, enrollment dates and procedures, and performance tracking. Hill Street Baptist Church provides the building and play space for the current CWA site. CWA contacts with Hill Street, renting their facilities. Through this project, Hill Street would continue to support CWA by maintaining our lease, as well as supporting renovations to the playground and infrastructure of the building. Pack Memorial Public Library currently provides reading buddies for the early childhood program. Through this project, they will continue this endeavor, expanding into the St. Mark's location.

## 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.

CWA Early Childhood Budget (2).xlsx

From the county budget: \$180,000 will support the purchasing of new equipment for the current CWA site housed at the Hill Street location. This money includes purchasing new classroom furniture (age-appropriate tables, chairs, cots, carpets, etc.), new resources (manipulatives, games, books, tablets, etc.), new playground equipment, and upgraded technology (childcare software, computers, parent sign-in equipment, business management materials, etc.) used for teaching students as well as supporting the administrative process of CWA. \$66,000 will support existing CWA staff's continued education and development, providing incentives and some scholarship for enrolling in and completing the relevant courses. \$50,000 will support the specialist brought in for a renewable, one-year contract. \$5,000 will support the purchasing of food, supplies, and babysitting services for professional developments and community talks. \$172,000 will support the salaries of the St. Mark's site director and 4 teachers for one year. \$50,000 will support materials and equipment for the St. Mark's classrooms. \$5,000 will support administrative materials and technology for the St. Mark's location (office equipment, computer, parent sign-in equipment). \$9,000 will support the partial scholarships provided for the 5 private pay slots at St. Mark's. Additional revenue generated from childcare vouchers, private payments, donations, and NC- Pre-K funds will support the maintenance of the equipment purchased and the two new classrooms established.

## Sustainability\*

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

Beyond the grant cycle, CWA will maintain its Federal nonprofit status allowing for the continued pursuit of tax-deductible donations. CWA, as a licensed childcare facility, will continue to receive childcare subsidy payments from the government. This includes payments from the new classes opened. Additionally, as CWA's staff furthers their early childhood credentials, CWA will be able to receive additional financial support through improving its Star rating. CWA will continue to receive monies from private paying parents. Through its partnership with St. Mark's, it will receive financial and in-kind support from the church's congregation. This support includes help with writing more grants to sustain its program. Through this project, CWA will strengthen its partnership with several Asheville based organizations, leading to additional in-kind support provided by them to sustain this 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?

If Project SEAS would be offered partial funding, we hope that the committee would recognize the need for upgrading the existing CWA classrooms and playground, as well as providing some initial start up for the two new additional classrooms. At present, CWA has only been able to modify its early learning classroom a few materials at a time given the budget constraints, because of its purpose of serving those who are in need



but have limited finances. A lot of the existing materials have either been donated by other organizations (for example some of the supplies have been donated by existing CWA employees) or have been in use since the early 1990s (like some of the tables and chairs). The majority of our existing budget goes towards personnel. Likewise, starting new classrooms requires a lot of initial purchasing to acquire the supplies and resources necessary to provide quality instruction. Also, government subsidy funds, both Federal and State, are paid out for one-month after services are rendered. Without support for new staff salaries, the new staff would have to work up to six weeks or more without a receiving their first paycheck if CWA were to not have start up monies for salaries.

## 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.

CWA has existed for 5 years, with its early learning program existing for over 50 years (in one form or another). Continual support of CWA's programming would not only help maintain its legacy of being the oldest, Black-run early childhood education center, but one that is attentive to the needs of the racially and socioeconomically marginalized communities. We request two years of additional support to continue the early childhood workforce development educational component of Project SEAS. Obtaining an associate's degree requires at least two academic years of course work. Obtaining an early childhood administration certificate requires 18 months of coursework, and obtaining a BK degree for the CWA staff member would require 18 months of coursework. Two additional years of receiving \$66,000 a year to support the educational enrichment of CWA staff would ensure the degree completion of the staff members enrolled. Additionally, providing an additional \$9,000 a year to support the partial scholarships of the 5 private-pay slots at the St. Mark's location would further educational experiences and development of the eligible students enrolled. Adding an additional \$36,000 a year would provide 10 additional partial scholarships for students enrolled at the current CWA site, further supporting the educational enrichment of the students, as well as ensuring that the newly credentialed staff could obtain a wage comparable to their educational status. This results in an additional \$111,000 a year for years 2 and 3.

## Resource Support

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

Aside from the requested resources provided, Buncombe County could support the scale and impact of this project by supporting CWA in procuring a building that meets all of the federal and state childcare rules and regulations. Buncombe County could assist by providing counseling and therapy services, at no cost, to the students, workers, and families of CWA. Buncombe county could also assist in helping those families of CWA who do not qualify for childcare vouchers but who also do not make a living wage acquire resources and support to provide their children with scholarships to obtain high-quality childcare services

## 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?

Project SEAS seeks to address elements of the childcare crisis by increasing the number of local, community-based individuals credentialed in early childhood education. Implementing a project where individuals who were born, raised, and currently reside in the same communities as the students served provides a unique, yet necessary approach to cultivating youth. At the moment, there are very few educators



who are from, live within, and continually operate within the communities of the children they serve. This is especially true for centers and programs that serve racially and socioeconomically marginalized youth and families. This phenomenon creates a cultural disconnect between the teacher and students, leading to the perpetuation of stereotypes and stigmas regarding the children's capabilities and performances, as well as the lack of an investment from the teacher in the students' holistic development and success. Continuing to support individuals from the local community to work in early childhood education while also obtaining credentials helps to reduce this endeavor. As CWA expands as well as enhances this model of workforce development, more programs can take this approach, leading to the eradication of the challenge of obtaining qualified, culturally astute teachers.

## Other

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

CWA is currently run by CiCi Avery Weston, a Black woman educator born and raised in Asheville, NC. She has over 25 years of experience working in education within various Asheville-based schools and organizations. CWA's legacy is that of the late Rev. Dr. Nilous M. Avery, Sr. and Mrs. Christine W. Avery. The two of them, having moved to Asheville in 1951, were instrumental figures in the Civil Rights movement. Their legacy and impact expand beyond the work done at Hill Street Baptist Church; it includes their leadership at UNC Asheville through ASCORE (Asheville Student Committee on Racial Equality), the Interdenominational Ministerial Alliance, the integration of Asheville City Schools, the desegregation of hiring practices at Winn-Dixie and F.W. Woolworth. In acquiring the Hill Street Daycare, an entity started in the 1960s and maintained through the 2010s, CWA continues the legacy of Christine Avery, running the oldest, Black-operated/ "owned" early childhood education program. CWA has multiple community partners and is truly committed to educating and supporting those in need. Only 7 of the 27 staff members of CWA maintain at least a Bachelor's degree, with three of the seven holding a Master's degree. The rest of the staff are either working towards an associate's degree or early childhood credentials, have their early childhood credentials, or, have been working for the early childhood program for 20 years or more and cannot afford to stop working or retire given the cost of living in Asheville, NC and their limited social mobility.

## File Attachment Summary

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### ***Applicant File Uploads***

- CWA Early Childhood Budget (2).xlsx

<b>Organization Name:</b>
<b>Project Name:</b>
<b>Grant Amount Requested:</b>

<b>FY2021 Proposed Project Revenue</b>
Proposed Buncombe County Early Childhood Grant
List other sources: State Child Care Vouchers
List other sources: Parent Payments
List other sources: Donations
List other sources: NC Pre-K
List other sources:
List other sources:
List other sources:

<b>FY2021 Proposed Project Expenses</b>
Personnel
Travel/Training
Technology
Curriculum/Assessments
Licensing/Dues
Nutrition
Transportation
Supplies/Materials
Building Maintenance/Repair
Rent/Occupancy/Utilities
Furniture
Playground/Outdoor space
Printing/Marketing/Website/Postage
Admin Expenses (Legal, Accounting, Insurance, etc.)
Other (please list in comments section)

<b>Overall Organization Budget</b>
FY2019 Actual Year-End Revenue

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FY2019 Actual Year-End Expenses

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FY2020 Adopted Budget Amount

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FY2021 Proposed Budget Amount

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	<b>T</b>
	<b>Susta</b>

<b>Total</b>

Proposed Grant	Other Funds
\$ 222,000.00	0
\$ 66,000.00	0
\$ 7,500.00	\$ 1,500.00
	\$ 1,500.00
\$ -	\$ 1,000.00
\$ -	\$ 60,000.00
\$ -	\$ 5,000.00
\$ 35,000.00	\$ 12,000.00
\$ -	\$ 5,000.00
	\$ 24,000.00
\$ 122,500.00	
\$ 75,000.00	
	\$ 2,000.00
	\$ 5,000.00
\$ 9,000.00	\$ 9,000.00
<b>Total</b>	



**The Christine Avery Learning Center, I**  
**aining, Enhancing, Acquiring Succes**  
**537,000**

<b>Amount</b>	
\$	460,000.00
\$	110,000.00
\$	5,000.00
\$	116,000.00
#REF!	

<b>Total</b>	
\$	222,000.00
\$	66,000.00
\$	9,000.00
\$	1,500.00
\$	1,000.00
\$	60,000.00
\$	5,000.00
\$	47,000.00
\$	5,000.00
\$	24,000.00
\$	122,500.00
\$	75,000.00
\$	2,000.00
\$	5,000.00
\$	18,000.00
\$	663,000.00

<b>Amount</b>	
\$	656,579.00



\$	693,639.00
\$	750,000.00
\$	1,027,000.00

Inc.
(SEAS)

Notes
Vouchers are paid one month post services. They are only available to individuals who are at or below 200% of the federal poverty line.
Money coming into CWA from private paying parents. This money will support the continued enactment of the program and its enhanced services.
Donations made to CWA by various benefactors.
Payment made by state of North Carolina for maintaining a licensed NC-PRE K program.

Notes
1-year salary for 1 site director (\$40K) and 4 teachers (\$33K) at St. Marks. 1 Trauma specialist for a one year contract (\$50K)
Scholarships and incentives for 12 staff to pursue one degree/ credential above their current in early childhood education or administration
Purchasing childcare software and appropriate hardware for both locations
Supported through existing payments
Provided by St. Marks
Provided by CACFP, Payments, and St. Marks
Outfitting 6 classrooms at \$5K a piece with manipulatives, games, books, resources (30K). 5K for PD Supplies

outfitting 6 classrooms at \$20K a piece with tables, chairs, cots, shelves, etc. Outfitting admin space at St. Marks
Upgrading playground equipment at CWA current Location
5 scholarships for 5 St. Marks private pay slots

Notes


<b>Organization Name:</b>	<b>The Christine Avery Learning Center</b>	<b>Project Name:</b>	<b>Sustaining Enhancing Acquiring Success (SEAS)</b>
<b>COVID-19 Response:</b>			
<p>This is a difficult question to answer because it is our hope that the timeframe for the grant will be as outlined in our submission. It is our hope that we will be able to go back to normal operations in July. Currently, our staffing remains the same. We are open, serving parents who still have to work.</p> <p>We have been working on the expansion piece of the grant. However, because of the Stay at Home order, I do not see that piece of the project happening in August as projected. I do believe there will be a delay in the expansion until January 2021.</p> <p>We are still planning to move forward with SEAS, but as of now the timeframe implementation is dependent upon where we stand with the coronavirus pandemic.</p>			
<b>Response to Committee Questions:</b>			
<p>Which assessments will be used for evaluating student progress?</p> <ul style="list-style-type: none"> <li>• Two of our staff are trained in TS Gold. It is my hope to have all early learning staff trained so that we can use it as an assessment tool for everyone.</li> </ul> <p>What is the financial arrangement with Hill Street Church? Lease? Free rent? Narrative is unclear.</p> <ul style="list-style-type: none"> <li>• We pay Hill Street a monthly rent which includes utilities. However, we are responsible for repairs and maintenance in the space we occupy.</li> </ul> <p>Unclear whether there will be 20 or 27 new slots.</p> <ul style="list-style-type: none"> <li>• The number of new slots we want to make available is 20.</li> </ul>			