Buncombe County Early Childhood Committee

Orientation Session
April 23, 2019
Agenda

• Buncombe County Strategic Priority
• Committee Structure
• Early Childhood Education, Why it Matters & The Community Need
• Funding Process
Ensure that every child in Buncombe County has an equal opportunity to thrive during their first 2,000 days including access to quality early childhood education.

- Board of Commissioners
  Strategic Priority
EARLY CHILDHOOD ACTION PLAN

Healthy
- Food Security
- Preventive Health Services
- Healthy Babies

Safe and Nurtured
- Safe and Secure Housing
- Safe and Nurturing Relationships
- Permanent Families for Children in Foster Care
- Social-Emotional Health and Resilience

Learning and Ready to Succeed
- Reading at Grade Level
- On Track for School Success
- High-Quality Early Learning
County Timeline

- Commissioner discussions about expanding support for early childhood education
- Budget appropriations to support new classrooms
- Adopt Strategic Priority
- Appropriate $951,578 in FY2019 budget to support early childhood education
- Establish Early Childhood Committee & open funding application process for Early Childhood Fund

- Spring 2017: Open RFP and begin receiving proposals
- Sept. 2017: Public work session with Asheville Buncombe Preschool Planning Collaborative
- Dec. 2017: Public work session about workforce development, engaging higher education
- June-Oct 2018: Adopt Resolution to Create an Early Childhood Education and Development Fund
- Spring 2019: Establish Early Childhood Committee & open funding application process for Early Childhood Fund
Authorizing Resolution

• Resolution # 18-10-16, adopted October 30, 2018

• Authorized the creation of an Early Childhood Education and Development Fund for the purpose of annually investing $3.6 million, beginning in the FY2020 budget with an annual increase of 2% in future years

• Established an Early Childhood Education Committee – initially established as a sub-committee of County Commission comprised of 3 commissioners, then expanded to include community participation
Early Childhood Committee

- The committee is comprised of fifteen (15) members that will be appointed by the Board of Commissioners:
  - Three (3) members of the Buncombe County Board of Commissioners
  - One (1) business or economic development professional
  - One (1) funder or community investment professional
  - One (1) parent
  - One (1) pediatrician or medical professional in service to young children
  - One (1) professor or higher education professional
  - One (1) retiree from the field of early childhood education
  - Six (6) members of the public representing the community at large
Early Childhood Committee

Serve with your Commissioners

JOIN THE EARLY CHILDHOOD COMMITTEE
## Committee Members

<table>
<thead>
<tr>
<th>Role</th>
<th>Appointee</th>
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<tbody>
<tr>
<td>Business/Economic Development</td>
<td>Kit Cramer</td>
</tr>
<tr>
<td>Funder/Community Investment</td>
<td>Philip Belcher</td>
</tr>
<tr>
<td>Higher Education</td>
<td>Mistie Reising-Cogbill</td>
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<tr>
<td>Medical Professional</td>
<td>Susan Mims</td>
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<tr>
<td>Parent</td>
<td>Chavaun Letman</td>
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<tr>
<td>Retiree</td>
<td>Christy Cheek</td>
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<tr>
<td>Community/At Large</td>
<td>Edward &quot;Rich&quot; Johnston</td>
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<tr>
<td>Community/At Large</td>
<td>Glenda Weinert</td>
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<tr>
<td>Community/At Large</td>
<td>Himanshu Karvir</td>
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<tr>
<td>Community/At Large</td>
<td>Jane Hatley</td>
</tr>
<tr>
<td>Community/At Large</td>
<td>Kidada Wynn</td>
</tr>
<tr>
<td>Community/At Large</td>
<td>Leslie Anderson</td>
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</tbody>
</table>
Committee Meetings

- First Tuesdays of each month
- 2:30 – 4:00pm
- 200 College Street, Ground Floor Conference Room
Committee Purpose

The purpose of the Early Childhood Education and Development Committee is to:

• engage with community partners,
• solicit public input, and
• make policy and funding recommendations to the Board of Commissioners.
Community Engagement Activities

• Board of Commissioners public comment
• Input session with County & School Systems
• Input session with Asheville-Buncombe Preschool Planning Collaborative
• Public input session
• Let’s Talk open comments
• Public comment at Committee Meetings
• Responsive & collaborative staff approach
Strategic Goals

**Collective Impact** • Collaborate with community leaders and stakeholders for a coordinated system approach;

**Availability** • Increase the availability of high-quality early childhood care and education with an emphasis on Pre-K programs;

**Affordability** • Address issues of affordability, both for providers in a sustainable business model and for families in access to care;

**Workforce** • Support a robust career track in the field of early education, with development ladders from entry level to highly educated, credentialed, seasoned professionals; and

**Family Support** • Cultivate a system that responds to the needs of families, such as those impacted by trauma, poverty and addiction.
What do we mean by Early Childhood Education?

Child care

Pre-K

0-5

Preschool

EARLY CARE

B-K
The Need

• There is a well-documented local shortage of quality early childhood education programs;
• There is also a shortage of qualified teachers and other professionals to work in classrooms and centers; and
• Families face many barriers to accessing existing program, including affordability.
Proven Results

• Provides foundational growth in intellectual, social, and emotional development
• Improves school readiness & educational attainment
• Strengthens parents’ access to employment
• Builds our future workforce
• Generates economic returns
Fragile, Complex System

- Availability – limited options, long wait lists
- Affordability – difficulty for providers to cover the costs of high quality care and difficulty for families to afford it
- Additional barriers for families with special needs
- Complex & limited funding
- Workforce shortage
Types of Care

• All care is regulated by NC Division of Child Development and Early Education (NC DCDEE):
  • Licensed programs (more than 4 hours)
  • Part-day, unlicensed regulated programs (4 hours or less)

• Types of licensed programs (ages 0-5):
  • Child Care Centers
  • Family Child Care Homes (FCCH)

• Publicly-funded programs that make care more affordable for parents:
  • Head Start (3- to 5-year-olds)
  • Early Head Start (0- to 2-year-olds)
  • NC Pre Kindergarten (4-year-olds)
Availability

Less than 1/3 of children in Buncombe County are enrolled in licensed programs.

<table>
<thead>
<tr>
<th>Children in Licensed Care (September 2018, DCDEE)</th>
<th>INF</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>SPS</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>232</td>
<td>449</td>
<td>681</td>
<td>893</td>
<td>1172</td>
<td>660</td>
<td>4087</td>
<td></td>
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<tr>
<td>2861</td>
<td>2646</td>
<td>2632</td>
<td>2634</td>
<td>2660</td>
<td>886</td>
<td>14319</td>
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</table>

<table>
<thead>
<tr>
<th>Total Available Child Population (NC OMB, 2018)</th>
<th>INF</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>SPS</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>8%</td>
<td>17%</td>
<td>26%</td>
<td>34%</td>
<td>44%</td>
<td>74%</td>
<td>29%</td>
<td>10232</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th># of children available (not being served, does not imply need, B-A)</th>
<th>INF</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>SPS</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>2629</td>
<td>2197</td>
<td>1951</td>
<td>1741</td>
<td>1488</td>
<td>226</td>
<td>10232</td>
<td></td>
</tr>
</tbody>
</table>
Enrollment Over Time – Licensed Facilities

Total Children Served (0-5)

- 2005: 4069
- 2006: 4188
- 2007: 4165
- 2008: 4374
- 2009: 4127
- 2010: 4273
- 2011: 4313
- 2012: 4128
- 2013: 4313
- 2014: 4237
- 2015: 4152
- 2016: 4211
- 2017: 4079
- 2018: 4087
Enrollment by Type of Licensed Facility

CHILDREN IN LICENSED CARE (AGES 0-5)

- Children (0-5) Centers
- Children (0-5) Homes
- Total Children Served (0-5)


Children (0-5) Centers:
- 2005: 3859
- 2006: 3988
- 2007: 3997
- 2008: 4178
- 2009: 4178
- 2010: 4127
- 2011: 4273
- 2012: 4137
- 2013: 4313
- 2014: 4128
- 2015: 4237
- 2016: 4152
- 2017: 4211
- 2018: 4079

Children (0-5) Homes:
- 2005: 4089
- 2006: 4188
- 2007: 4185
- 2008: 4374
- 2009: 4127
- 2010: 4273
- 2011: 4137
- 2012: 4313
- 2013: 4128
- 2014: 4237
- 2015: 4152
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Quality

• North Carolina’s Start Rating System: Uses a 5-point rating system for program standards and staff education; 4- or 5-star rated program are considered high quality in NC

• Other program-specific quality standards, such as NC Pre-K, Head Start, Developmental Day
Quality on the Rise

Children in Licensed High Quality Care - All Children

<table>
<thead>
<tr>
<th>Year</th>
<th>Buncombe</th>
<th>NC</th>
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<tbody>
<tr>
<td>FY 2001-02</td>
<td>28%</td>
<td>33%</td>
</tr>
<tr>
<td>FY 2002-03</td>
<td>44%</td>
<td>50%</td>
</tr>
<tr>
<td>FY 2003-04</td>
<td>48%</td>
<td>52%</td>
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<tr>
<td>FY 2004-05</td>
<td>53%</td>
<td>57%</td>
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<tr>
<td>FY 2005-06</td>
<td>57%</td>
<td>56%</td>
</tr>
<tr>
<td>FY 2006-07</td>
<td>56%</td>
<td>56%</td>
</tr>
<tr>
<td>FY 2007-08</td>
<td>60%</td>
<td>60%</td>
</tr>
<tr>
<td>FY 2008-09</td>
<td>60%</td>
<td>60%</td>
</tr>
<tr>
<td>FY 2009-10</td>
<td>70%</td>
<td>64%</td>
</tr>
<tr>
<td>FY 2010-11</td>
<td>73%</td>
<td>67%</td>
</tr>
<tr>
<td>FY 2011-12</td>
<td>75%</td>
<td>70%</td>
</tr>
<tr>
<td>FY 2012-13</td>
<td>73%</td>
<td>73%</td>
</tr>
<tr>
<td>FY 2013-14</td>
<td>74%</td>
<td>73%</td>
</tr>
<tr>
<td>FY 2014-15</td>
<td>71%</td>
<td>74%</td>
</tr>
<tr>
<td>FY 2015-16</td>
<td>74%</td>
<td>74%</td>
</tr>
<tr>
<td>FY 2016-17</td>
<td>71%</td>
<td>74%</td>
</tr>
<tr>
<td>FY 2017-18</td>
<td>71%</td>
<td>72%</td>
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Affordability

• Quality is tied to cost
• Personnel a driver of cost: Expensive to meet quality standards such as teacher ratios and teacher education requirements
• NC’s Subsidized Child Care Program market rates haven’t kept pace and are inconsistent across the state
• Affordability gaps for parents/families
• Delicate business models for providers
Affordability

• In NC, the average annual cost of center based care for an infant is $9,254; $8,386 for a toddler; and $7,920 for a four-year-old.

• There are several options to help families pay for care if they meet income eligibility and other guidelines, including Early Head Start, Head Start, NC Pre-Kindergarten, and child care subsidies.

• Parents receiving child care subsidies must pay parent fees of 10% of family gross income and the difference between the voucher reimbursement rate and the advertised cost of the slot, or the differential rate.

• The cost of wrap-around care (extended hours before or after the official program hours) is an additional cost to families and may not be available depending on the program site, sometimes making care difficult for working parents.
Workforce Challenges

• Providers challenged with recruiting, retaining, developing and compensating qualified teachers
• Wages are low in the field ECE
• Low wages make it hard for teachers to stay in the field and support their families
• There are limited local opportunities for pursuing higher education in early childhood education
Buncombe Workforce: By the Numbers

- Number of teachers = 730
- Number of administrators = 115
- Number of support staff = 142
- Center directors in Region 8 earn $19.00 per hour
- Teachers in Region 8 earn $13.12 per hour
- Assistant teachers in Region 8 earn $10.25 per hour
- WAGE$ salary supplement program participants = 122 teacher/administrators in 49 facilities
- Turnover rate of WAGE$ recipients = 18%
- TEACH Early Childhood scholarship program = 74 participants in 30 facilities
- Facilities receiving unrestricted Smart Start grants from Buncombe Partnership for Children to maintain high quality = 63
Lead Teacher Education

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<tbody>
<tr>
<td>Buncombe</td>
<td>25%</td>
<td>31%</td>
<td>30%</td>
<td>28%</td>
<td>28%</td>
<td>34%</td>
<td>37%</td>
<td>41%</td>
<td>40%</td>
<td>43%</td>
<td>43%</td>
<td>46%</td>
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<tr>
<td>NC</td>
<td>22%</td>
<td>23%</td>
<td>25%</td>
<td>28%</td>
<td>33%</td>
<td>36%</td>
<td>40%</td>
<td>42%</td>
<td>47%</td>
<td>49%</td>
<td>52%</td>
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## Child Care Subsidy

<table>
<thead>
<tr>
<th>Child Care Subsidy (Vouchers)</th>
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<tbody>
<tr>
<td>State and federally funded</td>
<td></td>
</tr>
<tr>
<td>Parent fees may apply</td>
<td></td>
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<tr>
<td>This program serves</td>
<td></td>
</tr>
<tr>
<td>approximately 2500 children</td>
<td></td>
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<tr>
<td>annually</td>
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- For children birth to 12 years of age; parent fees are 10% of gross monthly income for all vouchers.

- Financial assistance for child care and after school care provided to eligible families for children enrolled in participating 3, 4 and 5 star programs, as well as GS110, (church/religious sponsored) programs. Families are able to choose their own child care provider. Child care providers are reimbursed per child at a rate set by the state.

- Vouchers may be used for full-time care, summer care, after school care, or wrap around care for free part-time programs like Early Head Start and NC Pre-K.

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<tbody>
<tr>
<td>Children 0-5, not in Kindergarten</td>
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<tr>
<td>200% Federal Poverty</td>
<td></td>
</tr>
<tr>
<td>Children 6-12 years of age</td>
<td></td>
</tr>
<tr>
<td>133% Federal Poverty</td>
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200% Federal Poverty as of 2018:
- Family of two – $32,920
- Family of four – $50,200

133% Federal Poverty as of 2017:
- Family of two - $21,599
- Family of four - $32,718

- Families must be working and/or enrolled in school for a minimum of 30 hours a week.

buncombecounty.org
Early Head Start

- **Free** high quality child care and a variety of services designed to meet the medical, dental, nutritional and mental health needs of participating children.
- For children up to 3 years of age.
- Center-based options are offered daily for 4.5 hours, (hours vary depending on location.)
- Does not provide full-time child care. Families needing help with child care for the remainder of the day should apply for child care subsidy or pay a parent fee.

- Children must be younger than 3 years of age
- Family income at or below 100% of Federal Poverty

Federal Poverty Guidelines as of 2018:
- Family of two – $16,460
- Family of four – $25,100
- Families are assessed on various need and risk factors
- Priority placement as space permits for teen parents, homeless children, migrant children
- Families receiving SSI are automatically eligible as space permits
Head Start

- **Free** high quality child care and a variety of services designed to meet the medical, dental, nutritional and mental health needs of participating children.
- For children 3 to 5 years of age prior to kindergarten.
- Classrooms are located in most Buncombe County Elementary Schools, Asheville City Schools Preschool and in 3 community centers: Hillcrest, Lonnie D. Burton, Pisgah View.
- 10-month program – August through May.
- Does not provide full-time child care. Hours typically are 4 to 6.5 hours a day.

- For children 3 to 5 years of age prior to kindergarten.
- Family income at or below 100% of Federal Poverty

**Federal Poverty Guidelines as of 2018:**
- Family of two – $16,460
- Family of four – $25,100
- Priority placement for children who are homeless, or in foster care; families on SSI, Work First, or Temporary Assistance for Needy Families (TANF) as space permits.
| **NC Pre-K** | **NC Pre-Kindergarten**  
(formerly More at 4)  
A state funded program  
Over 365 children served annually |
<table>
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<tbody>
<tr>
<td><strong>Free</strong>, high quality child care and education for 6.5 hours a day.</td>
<td><strong>75% of State median income guidelines apply</strong></td>
</tr>
</tbody>
</table>
| For children 4 years of age by August 31 of the current school year. | State Median Income as of 2017:  
Family of two – $35,700  
Family of four – $52,500 |
| 10-month program, typically August through May. | Children must be 4 years of age by August 31 of the school year |
| Multiple providers and classroom locations. Check the Buncombe Partnership for Children website for current listing of providers. (www.buncombepfc.org) | Prioritization for enrollment: children with no previous child care experience; children with active duty military caregiver(s); children with special needs |
| Does not provide full-time child care. Families needing help with child care for the remainder of the day should apply for child care subsidy or pay a parent fee for wrap around care, which is available at limited sites. |
Funding Sources Currently Supporting the Early Childhood Education System

- Early Head Start: Child care for very low-income families
- Head Start: Child care for very low-income families
- NC Pre-K: Child care for low-income families
- Child Care Dev, Fund Block Grant: Supports quality improvements, TEACH scholarships, infant/toddler salary supplements
- Local public schools (Title I funds): Supports kindergarten readiness strategies in public schools for low-income families
- Child and Adult Care Food Program (CACFP): Provides facility reimbursement for food costs
- State child care subsidies: Partially subsidies child care for working families (vouchers)
- Developmental day licensed programs: Provides child care for children with special needs
- Smart Start: Child care subsidies, wage supplements, and grants to child care programs
- County funds: Grants for system and child care operational supports
- Gifts & grants: from private foundations, corporations, & other donors
- Out-of-pocket tuition

Filling the Gap

What it would take for the Asheville-Buncombe Preschool Planning Collaborative to fill the high quality early care and education gap with local funds.

What would it cost to fill the gap? (i.e. to put 5,686 0-5-year-olds in licensed, quality child care)

\[ \text{Number of Children} \times \text{Cost per Child} \]

<table>
<thead>
<tr>
<th>Number of Children</th>
<th>Cost per Child</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,686</td>
<td>$12,000 for 0-2</td>
<td>$68,160,000</td>
</tr>
<tr>
<td></td>
<td>$10,774 for 3-5</td>
<td>$62,441,200</td>
</tr>
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</table>

$46.9 million + $19.2 million = $66,052,172 total slot cost for ages 0-2 + $25,000/NEW classroom
The purpose of the Early Childhood Education and Development Fund is to advance the strategic priority of ensuring that every child in Buncombe County has an equal opportunity to thrive during their first 2,000 days, including access to quality early childhood education.
## Strategic Goals

**Collective Impact**  
- Collaborate with community leaders and stakeholders for a coordinated system approach;

**Availability**  
- Increase the availability of high-quality early childhood care and education with an emphasis on Pre-K programs;

**Affordability**  
- Address issues of affordability, both for providers in a sustainable business model and for families in access to care;

**Workforce**  
- Support a robust career track in the field of early education, with development ladders from entry level to highly educated, credentialed, seasoned professionals; and

**Family Support**  
- Cultivate a system that responds to the needs of families, such as those impacted by trauma, poverty and addiction.
Funding Priorities

Funding will be allocated for the following purposes:

• Creating new classrooms to serve more children in early care and education settings;

• Implementing workforce development strategies to recruit and retain qualified teachers;

• Supporting strategies for scaling up effective programs; and

• Providing support services for children and families enrolled in early care and education programs.
FY2020 County Investments

- $3.6 million total pledged

- $800,695 to extend current contracts into FY2020
  - Buncombe Partnership for Children: $153,000
  - Christine Avery Learning Center: $29,036
  - Community Action Johnston Elementary: $131,916
  - Valley Child Development Center: $207,508
  - Warren Wilson College PEECE Program: $200,235
  - YWCA Early Learning: $79,000

- $2,799,305 available for new grants

Current Grant Process

buncombecounty.org
Funding Eligibility

• All organization types were eligible to apply. This includes public/governmental agencies as well as private organizations, including nonprofits and private businesses.

• In this first year (FY2020), requests for funding for capital projects were restricted to the public school systems. Capital outlay projects are defined as planning, construction, reconstruction, enlargement, improvement, repair, or renovation of buildings and for the purchase of land for early childhood care and education purposes.

• Any organization type may request funding for program operations.

• Multi-year funding requests will be considered.
Applications

- 27 applications from 23 organizations
- $6,883,623 requested
- Includes:
  - One-time & Multi-year
  - Capital & Operating
  - New, Expansion & Continuation
  - Program & System-focus
  - Public, Private, Faith-based & Nonprofit
  - Classrooms, Workforce & Supportive Services
Fiscal Year 2020 Funding Process

- **March 6, 2019**: Applications open
- **April 19, 2019**: Applications due
- **April 23, 2019**: Committee orientation
- **May 7, 2019**: Committee meeting – begin scoring
- **May 28, 2019**: Committee member grant evaluations due
- **June 4, 2019**: Committee meeting – discuss funding recommendations
- **June 7, 2019**: Deadline for June 18 Board of Commissioners packet
- **June 18, 2019**: County Budget adoption = Target date for grant approvals
- **July 1, 2019**: FY2020 funding period begins
- **July 1, 2019 – June 30, 2020**: Support, monitoring & evaluation
Next Steps

Score Applications
Award Grants
Finalize Project Plans
Define Measures of Success
Execute Contracts
Issue Funds
Implement Projects
Track, Monitor, Evaluate
Next Meeting

May 7, 2019
2:30 – 4:00
200 College Street
Ground Floor Conference Room

Focus:
Scoring Applications
Public Comment