State of Early Childhood Education in Buncombe County

CURRENT STATE OF EARLY CARE AND EDUCATION

WORKFORCE

ECE FUNDING

CHALLENGES

OPPORTUNITIES

October 1, 2019

Current state: percentage of children served

<table>
<thead>
<tr>
<th></th>
<th>Infants</th>
<th>1 yr olds</th>
<th>2 yr olds</th>
<th>3 yr olds</th>
<th>4 yr olds</th>
<th>5 yr old PS</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>199</td>
<td>454</td>
<td>701</td>
<td>1022</td>
<td>1199</td>
<td>655</td>
<td>4167</td>
</tr>
<tr>
<td>B</td>
<td>2620</td>
<td>2693</td>
<td>2734</td>
<td>2763</td>
<td>2668</td>
<td>886</td>
<td>14364</td>
</tr>
<tr>
<td>C</td>
<td>8%</td>
<td>17%</td>
<td>26%</td>
<td>37%</td>
<td>45%</td>
<td>74%</td>
<td>29%</td>
</tr>
<tr>
<td>D</td>
<td>2421</td>
<td>2239</td>
<td>2033</td>
<td>1741</td>
<td>1469</td>
<td>231</td>
<td>10197</td>
</tr>
</tbody>
</table>

Note: # of children available (not being served, does not imply need, B-A)
Current State: facilities over time

Children served in high quality program
Family Child Care Home (FCCH) closures

2017-2019

13 FCCHs closed

Reasons for Closures:
• 39% Planned retirement of owners
• 15% Challenge of state licensing requirements
• 46% Variety of other reasons

Why are we concerned about the loss of family child care homes in particular?
• FCCHs are often a desirable option for families with infants and toddlers
• Offer potential to serve families in more rural areas of the county.
The Buncombe workforce by the numbers

Number of Staff
• Teachers - 769
• Administrators - 118
• Support Staff – 158

Working in 114 programs
• 99 centers & 15 family child care homes

Staff over time

Buncombe ECE Teachers, Admin, and Support Staff
STUDY HIGHLIGHTS

- Educator Profile
- Wages
- Education
- Benefits
- Turnover

ECE workforce: demographics

<table>
<thead>
<tr>
<th></th>
<th>Statewide Director 2015</th>
<th>Buncombe Director 2018</th>
<th>Statewide Teaching Staff 2015</th>
<th>Buncombe Teaching Staff 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have Children</td>
<td>88%</td>
<td>90%</td>
<td>74%</td>
<td>62%</td>
</tr>
<tr>
<td>Annual Family Income &lt;$30K</td>
<td>14%</td>
<td>2%</td>
<td>56%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Source: Statewide Directors and Teachers Survey, 2015; Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 8)
### ECE workforce: demographics

<table>
<thead>
<tr>
<th></th>
<th>Teachers</th>
<th>Assistant Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single Parent with Child 0-18</td>
<td>11%</td>
<td>17%</td>
</tr>
<tr>
<td>Used Public Assistance in Past 3 Years</td>
<td>39%</td>
<td>34%</td>
</tr>
<tr>
<td>Works Another Job</td>
<td>14%</td>
<td>22%</td>
</tr>
</tbody>
</table>

*Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 12)*

### ECE workforce: hourly wages

<table>
<thead>
<tr>
<th></th>
<th>Starting Teacher</th>
<th>Highest Teacher</th>
<th>Starting Assistant Teacher</th>
<th>Highest Assistant Teacher</th>
<th>Assistant Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Buncombe Centers</td>
<td>$13.00</td>
<td>$17.05</td>
<td>$11.60</td>
<td>$13.00</td>
<td>$15.30</td>
</tr>
</tbody>
</table>

*Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 5)*
### ECE workforce: education

<table>
<thead>
<tr>
<th>Qualification</th>
<th>Directors</th>
<th>Teachers</th>
<th>Assistant Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor’s Degree or More in ECE/CD</td>
<td>26%</td>
<td>12%</td>
<td>2%</td>
</tr>
<tr>
<td>Bachelor’s Degree or More in Other Field</td>
<td>47%</td>
<td>28%</td>
<td>18%</td>
</tr>
<tr>
<td>Associate Degree in ECE/CD</td>
<td>9%</td>
<td>21%</td>
<td>11%</td>
</tr>
<tr>
<td>Associate Degree in Other Field</td>
<td>1%</td>
<td>6%</td>
<td>9%</td>
</tr>
<tr>
<td>High School + Any College Courses</td>
<td>16%</td>
<td>31%</td>
<td>45%</td>
</tr>
<tr>
<td>High School + Workshops</td>
<td>0%</td>
<td>1%</td>
<td>7%</td>
</tr>
<tr>
<td>High School Only</td>
<td>0%</td>
<td>2%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Source: Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 10)

### ECE workforce: turnover

<table>
<thead>
<tr>
<th>Actual turnover</th>
<th>Statewide 2015</th>
<th>Buncombe 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Teachers and Assistant Teachers (actual turnover)</td>
<td>18%</td>
<td>27%</td>
</tr>
<tr>
<td>Full-time Teachers</td>
<td>19%</td>
<td>28%</td>
</tr>
<tr>
<td>Full-time Assistant</td>
<td>13%</td>
<td>25%</td>
</tr>
<tr>
<td>Leaving the field in 3 years</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers</td>
<td>19%</td>
<td>32%</td>
</tr>
<tr>
<td>Assistant Teachers</td>
<td>21%</td>
<td>28%</td>
</tr>
<tr>
<td>Infant/Toddler Teachers/Assistants</td>
<td>21%</td>
<td>31%</td>
</tr>
<tr>
<td>Preschool Teachers/Assistants</td>
<td>17%</td>
<td>28%</td>
</tr>
<tr>
<td>Directors</td>
<td>12%</td>
<td>6%</td>
</tr>
</tbody>
</table>

Source: Statewide Directors and Teachers Survey, 2015; Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 17)
**WAGE$ participant turnover rate**

- **Buncombe WAGE$**
- **NC WAGE$ Average**
- **North Carolina Partnership for Children - PBIS Minimum Standard**

**Factors motivating teaching staff to stay in the field**

- **Support for Special Needs**: 28%
- **Support for Behavior Challenges**: 42%
- **Smaller Class Size**: 25%
- **Planning Time**: 27%
- **Better Pay**: 82%
- **Better Benefits**: 57%
- **Prof Growth Opportunities**: 37%
- **More Respect**: 46%
- **Better Working Conditions**: 34%
- **More Stable Hours**: 5%
- **Fewer Hours**: 10%
- **Other Issues**: 15%

*Working in Early Care and Education in Buncombe County, 2018 Workforce Report (page 18)*
Feedback from a local Child Care Director -

“It [WAGE$] provides educators with the resources to further themselves professionally!

It creates more worth to the profession because people feel valued and recognized for their important work!”

Major funding for ECE SLOTS

**Federal**
- Child Care Subsidy
- NC PreK
- Head Start
- Early Head Start

**State**
- Vouchers
- NC PreK
- Developmental Day

**Local**
- County Fund
- City Grants
- Foundations
- Parent Out-of-Pocket
Challenges

Underfunded system resulting in:
- Low compensation
- Low morale & high turnover
- Low teacher education levels

Increase in children exhibiting social, emotional & behavioral challenges
- Lack of teacher training to support children who have experienced adverse childhood experiences (ACEs)
- Greater concentration of children with higher needs in classrooms with fewer support staff

Child Care Subsidies remain frozen
- Current waitlist is over 700 children

Scarcity of slots & high cost of care
**Opportunities**

### Expanded Educational/Workforce Opportunities
- Brevard College – potential for a future local cohort
- Warren Wilson College – exploring Birth-Kindergarten licensure program
- Planned expansion for high school Career Technical Education programs
- BPFC’s Workforce Development Program recruitment, training, classroom coaching & employment opportunities
- P.E.E.C.E. program connecting high school, higher education and work placement

### Statewide Salary Supplement Programs
- WAGE$ Program
- New Infant-Toddler Awards Program
- T.E.A.C.H. Program

### Slot Expansion
- NC Pre-K Program funding for new slots
- Pritzker infant-toddler funding opportunity

### Mental Health Resources
- Greater capacity for resilience training
- Collaboration amongst behavioral specialists
## Resources

- NCDHHS Division of Child Development & Early Education
- NC Partnership for Children (Smart Start)
- NC Early Childhood Foundation
- NC Early Education Coalition
- NC Association for the Education of Young Children
- NC Childcare Resource & Referral Council:
  - Southwestern Child Development Commission
  - Childcare Resources, Inc.
  - Childcare Services Association *(WAGEs, T.E.A.C.H. & Infant-Toddler Awards Program)*
- Asheville Buncombe Preschool Planning Collaborative *(ABPPC)*
- www.familyfriendlybuncombe.org

Family-friendly Affordable Buncombe (FFAB)