Building Capacity in Buncombe County to Expand NC Pre-K Availability & Accessibility
North Carolina Pre-Kindergarten Program
(NC Pre-K)

Recognized for high quality and child outcomes
State-funded program (at roughly 60% of program cost)
No cost to income-eligible families
School-year, school-day program
Offered in a variety of settings

Child Eligibility:
• 4 years old by Aug 31
• Income under 75% of State Median Income (Family of 4 = $60,554)
• Risk factors (limited English, chronic health issue, disability, foster care...)

State-funded program (at roughly 60% of program cost)
Buncombe 4- and Pre-K 5-year-olds
Preschool Landscape

- NC Pre-K-only slots = 161
- Head Start only slots = 135
- NC Pre-K/Head Start dual funded slots = 251
- NC Pre-K/Exceptional Children dual funded slots = 29
- Child Care Subsidy full-day vouchers = 209
- Private pay child care = 930
- Half-day/unlicensed care = 491
- Home/informal care = 1204

Unlicensed or no formal care: 35%
Publicly funded slots: 27%
Other options: 15%
Recommendations Snapshot

Increase K readiness • Expand access to Pre-K • Reduce racial disparities

**Barriers to PROVIDING**

- **Fully funded NC Pre-K**
  - Supplement slots by 36%
  - Pay licensed teachers on parity with K-12
  - Ensure quality supports

  *Year 1*

- **ECE Education & Career Pipeline**
  - Ed Advancement Coach
  - A-B Tech tutoring
  - Logistical/retention supports

  *Year 1*

- **Ramp up to NC Pre-K Program**
  - Admin & teacher coaching
  - NC Pre-K tools and PD
  - Logistical/retention supports

  *Year 2*

**Barriers to ACCESSING**

- **Coordinated Outreach & Enrollment**
  - Online application portal
  - Outreach & navigation
  - Coordinated placement

  *Year 1*

- **Expanded access to wrap-around care**
  - Pilot innovations
  - Demand & feasibility study

  *Year 2+*

- **Expanded access to transportation**
  - Pilot innovations
  - Demand & feasibility study

  *Year 2+*
**S1: Fully funded NC Pre-K**

Rec 1: Subsidize the per-child reimbursement from $728 to $990 per month

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**Pre-K 5-Star Rates in Buncombe County (monthly)**

<table>
<thead>
<tr>
<th>Rate Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low-end 5-star private rate</td>
<td>$724</td>
</tr>
<tr>
<td>Current NC Pre-K rate</td>
<td>$728</td>
</tr>
<tr>
<td>Current 5-star Subsidy rate</td>
<td>$775</td>
</tr>
<tr>
<td>2018 State NC Pre-K cost of care</td>
<td>$912</td>
</tr>
<tr>
<td>Proposed NC 2030 rate</td>
<td>$950</td>
</tr>
<tr>
<td>Recommended local rate</td>
<td>$990</td>
</tr>
<tr>
<td>Proposed 5-star subsidy floor (interim)</td>
<td>$1049</td>
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<tr>
<td>High-end 5-star private rate</td>
<td>$1060</td>
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<tr>
<td>Head Start (est.)</td>
<td>$1400</td>
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</table>

Projected Year 1 Cost: $825,000
S1: Fully funded NC Pre-K

Rec 2: Require licensed NC Pre-K teachers to be paid on parity with K-12 teachers (with additional funding for private centers)

<table>
<thead>
<tr>
<th>Years on license</th>
<th>BA</th>
<th>Required Annual Supplement Payment for Teachers at each experience level</th>
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</thead>
<tbody>
<tr>
<td>0-1</td>
<td>$38,150</td>
<td>-38150</td>
</tr>
<tr>
<td>2</td>
<td>$39,240</td>
<td>-38150</td>
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<tr>
<td>3</td>
<td>$40,330</td>
<td>-38150</td>
</tr>
<tr>
<td>4</td>
<td>$41,420</td>
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<tr>
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<td>$43,800</td>
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<td>7</td>
<td>$44,025</td>
<td>-38150</td>
</tr>
</tbody>
</table>

Projected Year 1 Cost: $49,200
S1: Fully funded NC Pre-K

Rec 3: Require assistant teachers be paid at least the local living wage

Cost: included in basic reimbursement

Rec 4: Prioritize quality by supporting an NC Pre-K Program Coach to support private programs

Projected Year 1 Cost: $0 - $72,000
Strategy 2: Comprehensive ECE Education & Career Pipeline

Rec 1: Expand WDP by adding an Education Advancement Coach
Rec 2: Provide ECE-specific tutoring at AB Tech
Rec 3: Provide financial & logistical supports so working teachers can participate

Projected Year 1 Cost: $131,300
BPFC Workforce Development Program

**Level 1 ($13.65/hr)**
Pre-Service Training

- **Step 1**
  - Partners refer individuals
  - BPFC explains the program
  - Individual decides to register for the program

- **Step 2**
  - BPFC completes screening process:
    - BPFC conducts Div. of Child Dev. & Early Ed (DCDEE) Background Check
    - BPFC builds DCDEE employment file for participant
    - Participant completes Green Opportunities (GO)/Workforce Innovation and Opportunity Act (WIOA)/NC STEP enrollment, if applicable

- **Step 3**
  - BPFC offers participant:
    - 24 hours of training
    - Child development and classroom behavior guidance
    - CPR/First Aid
    - Guided Classroom observations
    - Health & Safety
    - Child Care Law
    - Trauma & Resiliency

- **Step 4**
  - Upon completion:
    - Participant receives stipend and training certificate
    - Participant legally qualified to work as assistant teacher or substitute with BPFC

**Substitute Level 2 ($15.50/hr)**

- **Step 1**
  - Participant substitutes in local early childhood classrooms
  - Work hours may vary and are dependent on substitute requests from programs
  - Participant receives ongoing classroom coaching from BPFC and work site Director

**Level 3 EDU-119**

- **Step 1**
  - Participant enrolls in EDU-119
  - BPFC offers continuous educational support during course (homework/group conversation)

- **Step 2**
  - Participant completes EDU-119

- **Step 3**
  - BPFC issues participant a certificate of WDP program completion

- **Step 4**
  - Repeat, Achieve AA degree in Early Childhood

**Level 4 ($17.30/hr)**

- **Step 1**
  - Teachers decide to:
    - Continue early childhood employment while pursuing higher education with scholarship funds (T.E.A.C.H & Tuition Waiver from NCCCS)

- **Step 2**
  - Cohort model for added peer support
  - Individual coaching, tutoring & advising as needed (BPFC/A-B Tech)
  - Regular group study sessions

- **Step 3**
  - Achieve Infant/Toddler or Preschool Certificate

- **Step 4**
  - Repeat, Achieve AA degree in Early Childhood

**Levels 5-6 ($17.30/hr)**

- **Step 1**
  - Seek/maintain early childhood employment with support and continue education with scholarship funds (T.E.A.C.H & Tuition Waiver from NCCCS)

- **Step 2**
  - Cohort model for added peer support
  - Individual coaching and advising as needed
  - Regular group study sessions

- **Level 5**
  - Achieve BA/BS in ECE or Birth-Kindergarten 4-year degree
  - Move to level 6 with same supports

- **Level 6**
  - Achieve BK teacher licensure (required for NC Pre-K lead teachers)

Expanded supports

**NC Pre-K Workforce Development**

**WAGE$**

State-level salary supplements available to teachers with minimum of 6 birth-five focused semester hours.
Strategy 3: Ramp-up to NC Pre-K Program

Ramp-up Coach
- Teacher (weekly) education & classroom practice
- Admin (monthly) supervision, standards and center policies

NCPK tools and PD
- Individual PD plans
- CLASS; TS Gold; Creative Curriculum; Brigance; etc.

Logistical supports
- Substitutes, child care (for in-person PD)
- Semi-annual participant stipends

Projected Year 2 cost: $132,500
Strategy 4: Coordinated outreach & enrollment, featuring a Single Portal of Entry

Cost: $86,500 annually
S5: Expand wrap-around opportunities
S6: Expand transportation opportunities

In-depth demand & feasibility studies

Pilot small tests change

• Ex: Pay families mileage/stipend to arrange transportation themselves
• Ex: Offer equivalent wrap-around "subsidy" payments for NC Pre-K families who are not eligible for child care subsidy vouchers
THANK YOU
To everyone who contributed to this effort
Questions?