State of Child Care in Buncombe County: Facilities, Workforce & Funding

UPDATE FOR BUNCOMBE COUNTY ECEDF COMMITTEE
DECEMBER 6, 2022
Thank you for inviting us!

**Jenny Vial** – Child Care Resources (CCR) Director
- Child Care Resources
- Workforce Development
- Higher Education Supports

**Deanna LaMotte** – NC Pre-K Expansion Director
- Early Childhood Systems/ABPPC
- ARPA-funded NC Pre-K Expansion Pilot
State of Child Care Report

FULL presentation (updated quarterly):

https://buncombepfc.org/reports/
Children in care by facility type (0-5)

Children (0-5) Centers
Children (0-5) Homes
Total Children Served (0-5)
Buncombe ENROLLMENT over time in licensed facilities (ages 0-5)
COVID-19 Impact

Enrollment continues to remain low due to workforce shortages. DCDEE continues to provide stabilization grants for salary increases.

<table>
<thead>
<tr>
<th></th>
<th>Feb-20</th>
<th>May-20</th>
<th>Sept-22</th>
<th>% change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children enrolled (ages 0-12)</td>
<td>5473</td>
<td>921</td>
<td>4699</td>
<td>-14%</td>
</tr>
<tr>
<td># facilities (serving ages 0-12)</td>
<td>113</td>
<td>54</td>
<td>111</td>
<td>-1%</td>
</tr>
<tr>
<td># staff (serving ages 0-12)</td>
<td>977</td>
<td>969</td>
<td>822</td>
<td>-16%</td>
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</table>
The Buncombe Workforce –
By the numbers

Number of teachers = 699
Number of administrators = 103
Number of support staff = 33
2019 average hourly wage: educator: $13.37; directors $24.00
WAGE$ salary supplement program participants = 110
teacher/administrators in 49 facilities
Turnover rate of WAGE$ recipients = 18%
TEACH Early Childhood scholarship program = 73
participants in 26 facilities
Facilities receiving unrestricted Smart Start grants from BPFC
to maintain high quality = 66
Stabilization Grants (Fall ‘21-Spring ‘23)

All payments: $15,181,413

Fixed Cost (base): $8,689,064

Compensation Support: $4,610,309

Jobs impacted: 927
### Monthly Subsidy Rate Increases – 2022

<table>
<thead>
<tr>
<th>Centers 3-5 year olds</th>
<th>2022</th>
<th>2018</th>
<th>Increase</th>
</tr>
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<tbody>
<tr>
<td>1 star</td>
<td>335</td>
<td>335</td>
<td>0</td>
</tr>
<tr>
<td>2 star</td>
<td>351</td>
<td>351</td>
<td>0</td>
</tr>
<tr>
<td>3 star</td>
<td>795</td>
<td>730</td>
<td>65</td>
</tr>
<tr>
<td>4 star</td>
<td>839</td>
<td>747</td>
<td>92</td>
</tr>
<tr>
<td>5 star</td>
<td>912</td>
<td>775</td>
<td>137</td>
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BPFC’s Early Educator Workforce Development Program

- Outreach & Recruitment
- Pre-Service Training Cohorts
- Guided Classroom observations
- Community College Early Childhood Course
- Supported study sessions
- Substitute Teaching
- Employment Supports
- Continued support with Higher Ed Coach
Building Capacity in Buncombe County to Expand NC Pre-K Availability & Accessibility

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NCPK Pilot Strategies Snapshot

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

**ECE Education & Career Pipeline**
- Higher Ed Coach
- Tutoring, social supports
- Logistical/retention supports

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

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

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

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

*Increase K readiness • Expand access to Pre-K • Reduce racial disparities*
Lead Teacher Pay

• EVERY NC Pre-K lead teacher got a raise!
  • 7 teachers - 2-10%
  • 7 teachers - 10-20%
  • 10 teachers - 20-40%
  • 5 teachers - 40+

• AVG increase of $772/month
Implementation Challenges

• Salary implementation not at CENTER level
  • Director pay misalignment
  • Assistant teacher pay ("at least $15.80/hour")
    • 12 under $17.70 (living wage)
    • Only 4 under $16
    • AVG hourly rate of 18.64

• “Local funding last” means budget always adjusting

• Head Start teacher recruitment
NCPK Pilot Strategies Snapshot

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

Barriers to PROVIDING

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Higher Education Supports

• Meet Aimee McNeill, Higher Ed Coach!
• Recruiting started mid-October
• 9 participants so far (goal of 30)
• Early successes...
## NCPK Pilot Strategies Snapshot

**Increase K readiness ● Expand access to Pre-K ● Reduce racial disparities**

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**Coordinated Outreach & Enrollment**
- Online application portal
- Bilingual outreach & navigation
- Coordinated placement
Year 1 Application Data

- 590 applications in BPK
- 20 needed transportation
- 149 needed wrap-around
- 40 with IEPs
- 107 with developmental concerns
- 20% English learners

Year 2 Launching Jan 2023!
So What?

• NC Pre-K at 88% enrollment as of October (state avg 90%)
  • 80 on waiting list

• Added **2 more private NC Pre-K sites** this year

• SITE selection process opening soon
  • Predicting *ramp-up supports* will mean more providers express interest

• SLOT allocation review soon

• Retention data at end of year
Questions?
## NCPK Pilot Strategies Snapshot

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

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