

# FY2021 Buncombe County Early Childhood Grant Report

<b>Organization Name:</b>	<b>Asheville Jewish Community Center</b>	
<b>Project Name:</b>	<b>Sustaining ECE Professionals through Recruitment and Training</b>	
<b>Reporting Quarter:</b> (Check one)		Quarter 1 (July 1, 2020 - September 30, 2020)
	X	Quarter 2 (October 1, 2020 - December 31, 2020)
		Quarter 3 (January 1, 2021 - March 31, 2021)
		Quarter 4 (April 1, 2021 - June 30, 2021)

## Narrative summary of grant related activities

<b>Overall project updates:</b>	<p>During this second quarter, we were successful in maintaining 99% of our teaching workforce. In addition, we were able to make three new hires to provide in-classroom support and fortify our staffing model. Between Oct 1 and Dec 31, we were able to try out different configurations of staffing and operating hours based on a fast-paced recovery model to best fit the evolving needs of the program and limitations of COVID-19. This strategy has allowed us to support our existing teachers in a way that provides mental health support efforts, reduced risk of COVID-19 exposure, and improved teacher-family relationships. Grant funds have been used for ongoing teacher trainings to strengthen our teacher cohort, training credits, and facilitator fees for specialized trainings targeted to issues that most impact teacher burnout and retention.</p>
<b>COVID-19 impacts:</b>	<p><b>IMPACT ON WORKFORCE AND RECRUITMENT:</b> Although we have seen a dramatic improvement in teacher retention, we have seen an increased impact on the mental health and well-being of our existing teaching staff. Stress and anxiety surrounding COVID-19 impacts in family life as well as social and political stressors has taken a toll on the physical/emotional/mental health and performance of the teachers. We continue to make referrals to an Employee Assistance Network to provide professional resources as much as possible. <b>IMPACT ON TRAINING:</b> Due to continued group size restrictions, the majority of our trainings have been moved to individual trainings or group trainings online. This limits our capacity for training the large cohort of new teachers. <b>IMPACT ON EXPANDED LEADERS IN TRAINING PROGRAM:</b> Due to COVID-19 restrictions, we are continuing to limit all non-essential visitors and personnel into program spaces, which includes new members of a leaders in training cohort. Given the predictions for Spring 2021, as well as our capacity to train a new leadership cohort with our already inexperienced and stressed workforce, we would like to request to divert the grant funding for this program toward direct recruitment of qualified teachers and providing foundational support and training for our existing employees.</p>

<b>Activities related to increasing equity, diversity and inclusion:</b>	The Asheville JCC is in conversation with the YWCA and other facilitators to incorporate Diversity/Equity/Inclusion and Anti-Racism training to all JCC staff. We have also implemented efforts within the program day to invite conversation and dialogue about the rising social-political tensions through the lens of Early Childhood, sharing and elevating diverse teacher voices and experience. The JCC is aware of the impact of rising anti-Semitism in the current political climate and seeking ways to provide safe and inclusive space for programming to take place and for families to feel supported.
<b>Activities related to increasing operational excellence:</b>	Shalom Children's Center has continued to participate as a SHEVA program with the JCC Association of North America. This partnership provides Shalom with training, relationships, and resources to continually increase program excellence. Our investment in hiring a Learning Community Support Specialist has also afforded the opportunity to increase operational excellence -- having an Occupational Therapist on-staff provides the support that teachers, children, and families need to thrive.

# FY2021 Buncombe County Early Childhood Grant Report

<b>Organization Name:</b>	<b>Asheville Jewish Community Center</b>	
<b>Project Name:</b>	<b>Sustaining ECE Professionals through Recruitment and Training</b>	
<b>Reporting Quarter:</b> (Check one)		Quarter 1 (July 1, 2020 - September 30, 2020)
	X	Quarter 2 (October 1, 2020 - December 31, 2020)
		Quarter 3 (January 1, 2021 - March 31, 2021)
		Quarter 4 (April 1, 2021 - June 30, 2021)

## Progress toward annual goals

Measure	Annual Goal	Actual Results (Enter Data)				Progress toward Annual Goal
		Quarter 1	Quarter 2	Quarter 3	Quarter 4	
# of teacher professional development hours provided	30	42	20			62
# of teachers participating in early childhood education college courses sponsored by the JCC and TEACH	3	4	5			9
# of 9th and 10th grade Leaders in Training participating in a 3-week summer session or more	12	0	0			0
# of 11th and 12th grade Senior Leaders in Training participating in a 3-week summer session or more	8	0	0			0
Teacher retention	70%	44%	99%			72%
# of slots maintained, by student age	130	120	-1			119
- Student age less than 1 yr		6				6
- Student age greater than 1 & less than 2		22				22
- Student age greater than 2 & less than 3		33	-1			32
- Student age greater than 3 & less than 4		31	-1			30
- Student age greater than 4 yrs		28	1			29


**Comments:**

In addition to retaining our existing teacher group from last quarter, we were able to make 2 new full-time hires and 1 new part-time hire. We were also able to promote 2 part-time teachers to full-time positions.

# FY2021 Buncombe County Early Childhood Grant Report

<b>Organization Name:</b>	<b>Asheville Jewish Community Center</b>		
<b>Project Name:</b>	<b>Sustaining ECE Professionals through Recruitment and Training</b>		
<b>Reporting Quarter:</b> (Check one)		Quarter 1 (July 1, 2020 - September 30, 2020)	
	X	Quarter 2 (October 1, 2020 - December 31, 2020)	
		Quarter 3 (January 1, 2021 - March 31, 2021)	
		Quarter 4 (April 1, 2021 - June 30, 2021)	

## Student demographics

	Actual Results (Enter Data)				Student Count
	Please only include new data for the specific quarter				
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
<b>Race/Ethnic Categories</b>					
American Indian or Alaska Native	0				0
Asian	3	1			4
Black or African American	0	1			1
Hispanic or Latino	2	2			4
Native Hawaiian or Other Pacific Islander	0				0
White	112	-3			109
Multi-race	3				3
<b>Total</b>	120	1	0	0	121

**Comments:**

52% of our currently enrolled children are Jewish

# FY2021 Buncombe County Early Childhood Grant Report

<b>Organization Name:</b>	<b>Asheville Jewish Community Center</b>		
<b>Project Name:</b>	<b>Sustaining ECE Professionals through Recruitment and Training</b>		
<b>Reporting Quarter:</b> (Check one)		Quarter 1 (July 1, 2020 - September 30, 2020)	
	x	Quarter 2 (October 1, 2020 - December 31, 2020)	
		Quarter 3 (January 1, 2021 - March 31, 2021)	
		Quarter 4 (April 1, 2021 - June 30, 2021)	

## Use of funds to date and any budget considerations

Spending Category	Starting Budget	Total Spending (Enter Data)				Amount Remaining
		Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Personnel	\$ 5,175	\$ -	\$ -			\$ 5,175
Travel/Training	\$ 8,200	\$ 2,433	\$ 2,353			\$ 3,414
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,						\$ -
Other (please list)						\$ -
<b>Total</b>	<b>\$ 13,375</b>	<b>\$ 2,433</b>	<b>\$ 2,353</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 8,589</b>

**Comments:**

\$770 TEACH + \$800 DCDEE credits and facilitator fees + \$782.96 online training registration fees