

FY2021 Buncombe County Early Childhood Grant Report

Organization Name:	Eliada Homes Inc	
Project Name:	Eliada Homes Child Development	
Reporting Quarter: (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

Overall project updates:	<p>The Behavior Specialist has worked with children on the same things as Q1 and has taken on an additional 5 children into her case load. She works with them on physical aggression, verbal aggression, telling the truth, respecting property, and regulating emotions. She is teaching the kids breathing techniques, mindfulness and the language to express ourselves. She is also working directly with teachers on implementing behavior plans and is modelling implementation in the classroom as a coaching technique. She spends approx. 4 hours daily in classrooms. She is also looking for patterns in behaviors to learn about potential triggers. The individual behavior plans are able to be used by floaters who may be less familiar with individual kids when they enter their classrooms. Both floaters and teachers now use a binder to document behaviors so that the Behavior Specialist can follow up with them later. The Behavior Specialist is also now a part of a behavioral cohort with the Sunshine Project and other centers. They meet once a month to share information and strategies.</p>
COVID-19 impacts:	<p>Same response as Q1 with 1 change: Due to the increase in cases in Buncombe County Eliada is now a closed campus and there are no visitors or volunteers allowed. Q1 response: Due to COVID-19 Eliada got our PARC building, a multi-purpose building on campus, licensed as a child care facility. This allowed us to host a virtual learning program for 30 students, all children who were in our summer camp/after school program, or the siblings of children in our child care center. Through the virtual learning program we are able to support our parents who need to work outside the home and had no child care for these children. Eliada's child care and pre-k continue to follow all COVID protocols to keep the kids attending daily safe. The Behavior Specialist has had fewer interactions with parents due to the pandemic. Drop off and pick up times are shorter and parents stay outside due to COVID protocols limiting time with staff and kids.</p>
Activities related to increasing equity, diversity and inclusion:	<p>Same response as Q1, no significant changes: Eliada launched an agency wide steering committee on diversity equity and inclusion. So far, two subcommittee workgroups have come out of this steering committee including one on internal and external communications and one on human resources practices. These subcommittees are looking to eliminate barriers to staff of color, increase staff recruitment efforts in communities of color, and come up with an inclusive language that can be used in both internal and external communications.</p>

Activities related to increasing operational excellence:	<p>1. Eliada is currently going through a COA (Council on Accreditation) reaccreditation process and this includes our Child Development Center.</p> <p>2. One of Eliada's goals has been improving staff retention. In Q2 we gave out bonuses before the holidays to show appreciation to our teachers. At the beginning of our fiscal year we also gave 3% COLA raises to all staff and plan to do this every fiscal year.</p> <p>3. With NC PreK now back in session this past quarter we have also begun the assessment process to track progress on developmental milestones. This winter we did our mid-year assessment to track process since the start of the school year.</p>
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Progress toward annual goals

Measure	Annual Goal	Actual Results (Enter Data) Please only include new data for the specific quarter				Progress toward Annual Goal
		Quarter 1	Quarter 2	Quarter 3	Quarter 4	
# of children served with one-on-one services by behavior	17	8	5			13
# of hours of behavioral therapy services provided	1456	213	117			330
# of hours of teacher training services provided	208	0	0			0
# of hours of teacher coaching services provided	416	30	240			270
# of slots maintained, by student age	211	163	1			164
# of Developmental Day slots	18	11	1			12
# of NC Pre-K slots	89	62	-2			60
# of Child Care Subsidy slots	105	126	-22			104
# of unique students served	107	21	24			45
Enrollment percentage	99%	84%	92%			88%
# of children on wait list, by student age						0
- Student age less than 1 yr		38	3			41

- Student age greater than 1 & less than 2		36	1			37
- Student age greater than 2 & less than 3		52	5			57
- Student age greater than 3 & less than 4		51	2			53
- Student age greater than 4 yrs		41	5			46
Student attendance rate	80%	86%	80%			83%
Student achievement on school readiness assessment	93%	na	see below			0%
Teacher retention	80%	88%	85%			87%
Teacher attendance	80%	96%	95%			96%

Comments:

1. The Behavior Therapist is also still working with the 8 children from Quarter 1. The total number of behavioral services therapy provided therefore represents 13 children. It also includes time during crisis-intervention. The Behavior Specialist works with each child one-on-one for approximately 45 minutes/week. Providing a training series for teachers has been challenging during COVID. The Behavior Specialist has one scheduled for March in Q3. The Behavior Specialist spends about 4 hours per day in the classroom coaching teachers.

2. While we only have 60 children enrolled in NC PreK we have the capacity for 80. This number is low due to COVID, and the state is still paying us for 80 slots.

3. For student achievement we only have entry assessments taken at the start of the school year and mid-year scores will be completed in February. Thus we don't have data that supports student progress yet, but will for Q3.

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Student demographics (if applicable)

	Actual Results (Enter Data)				Student Count
	Please only include new data for the specific quarter				
	Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Race/Ethnic Categories					
American Indian or Alaska Native	2	1			3
Asian	0				0
Black or African American	34				34
Hispanic or Latino	20				20
Native Hawaiian or Other Pacific Islander	0				0
White	107				107
Multi-race	0				0
Total	163	1	0	0	164

Comments:

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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	\$ 106,384	\$ 2,156	\$ 54,657			\$ 49,571
Travel/Training						\$ -
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)						\$ -
Total	\$ 106,384	\$ 2,156	\$ 54,657	\$ -	\$ -	\$ 49,571

Comments:

While Quarter 1 we only had 1 Behavior Specialist for part of the time, Quarter 2 represents a Behavior Special being here for every pay period in the quarter. This represents \$10,657 of our personnel line item. The remaining \$44,000 represents \$1,000 bonuses for staff. We decided to apply the bonuses in Q 2 for a couple reasons: 1) It was leading in to the holidays which can be a stressful time financially for staff; 2) Costs of heating and electric go up in the late fall/winter which can also cause financial strain. We gave the bonuses based on the following criteria: 1) Was hired as an Eliada employee prior to 11/1/2020. 2) Is still going to be employed on the check payment date of 11/27. Anyone ending employment on the 27th or before will not be eligible for the bonus. 3) Has worked at least 20 hours since 10/1/2020. Quarters 3 and 4 will just represent the Behavior Specialist and not staff bonuses.