

# FY2024 Buncombe County Early Childhood Grant Report

<b>Organization Name:</b>	Verner Center for Early Learning		
<b>Project Name:</b>	Early Care and Education Workforce Development Initiative Pilot Project		
<b>Reporting Quarter:</b> (Check one)		Quarter 1 (July 1, 2023 - September 30, 2023)	
		Quarter 2 (October 1, 2023 - December 31, 2023)	
		Quarter 3 (January 1, 2024 - March 31, 2024)	
	X	Quarter 4 (April 1, 2024 - June 30, 2024)	

## Narrative summary of grant related activities

Please provide a brief summary (no more than 1500 characters). You may attach supplemental documents if needed.

<b>Quarter 1</b>	<p>Quarter 1 has been all about program development and relationship building. Our residency program director has been working to develop a curriculum and schedule for residents and has been developing partnerships with various entities. We also accepted a resident who started the program in late August, which was sooner than we anticipated. That person is a student who is dually enrolled in classes at a BCS high school and A-B Tech for early childhood education. They are currently benefiting from the support of the program director as well as a Verner mentor teacher as they complete their coursework. Once they complete the residency program, they will be hired full time as an Assistant Teacher at Verner. A second individual has been identified as a potential candidate for the residency program and we anticipate that individual to start in the program in January of 2024. Recruitment for the third resident will begin in November. A logo for the program has been created and a brochure is in development. In early 2024, we will begin to pursue additional funding so that the residency program can continue beyond the current project period. In addition to the residency program work, grants funds have supported increased base pay rates for Lead Teachers, Assistant Teachers, and Center Directors at Verner. Since the rate increase went into effect in July, we are still working to evaluate the impact on teacher recruitment.</p>
<b>Quarter 2</b>	<p>In Q2, our Residency Program Director completed the program guide for resident teachers. She also developed a manual for mentor teachers who will host residents in their classrooms. Two residents were recruited to start the residency program in January 2024. As of the end of Q2, Verner's classrooms were fully staffed for the first time in over a year. We attribute this, in part, to having higher salaries for our teachers thanks to county grant funding.</p>
<b>Quarter 3</b>	<p>Two Resident Teachers started in the Residency Program in January. So far, they are demonstrating new knowledge and skills in the classroom. They have reported that they are enjoying their experience, and the Mentor Teachers they are working with have reported that they are doing well in their respective classrooms. In March, the Residency Program Director held a one-day retreat for the Resident Teachers to reflect on the experience so far and work on some professional learning. The Director is also working with Dr. Melinda Raab, former researcher and scientist with the Orlena Puckett Institute, to develop and implement a program evaluation tool that will allow us to accurately assess the impact of the Residency Program.</p>

<b>Quarter 4</b>	Two Resident Teachers completed their semester-long Residency Program. The Resident Teachers and the Mentor Teachers gave excellent feedback on their experience with the program. We are looking forward to a new cohort of Resident Teachers starting in the program in August and will use the summer for recruiting those individuals and making tweaks to the program design based on evaluation data collected during this quarter.
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## Progress toward annual goals

		Actual Results (Enter Data)				
		Please only include new data for the specific quarter				
Measure	Annual Goal	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Progress
% reduction in teacher turnover	5%				-4%	-4%
# of individuals who participated in the first Teacher Residency Program cohort	3	1		2		3
% of participants who rate their experience with the Teacher Residency Program as at least satisfactory	100%				100%	100%
% of Residency Program participants who go on to a full-time position as an early childhood education in a licensed program in Buncombe County	100%				100%	100%

### Comments:

While our overall teacher turnover rate increased from 55% to 59% from the year prior to this award to this year, the voluntary resignation percentage decreased significantly. In the year prior to the award, 79% of the teachers who left Verner left through voluntary resignation (as opposed to being terminated for performance issues, leaving due to personal reasons, etc.). In the current year, that percentage dropped to 62%. Both of the Resident Teachers who participated in the program from January to May 2024 accepted offers of full time employment at Verner.

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## Use of funds to date and any budget considerations

Spending Category	Starting	Total Spending (Enter Data)				Amount
		Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Personnel	\$ 312,475	\$ 60,180	\$ 70,184	\$ 89,257	\$ 92,854	\$ -
Travel/Training	\$ 4,400		\$ 2,396	\$ 537	\$ 1,467	\$ -
Technology						\$ -
Curriculum/Assessments						\$ -
Licensing/Dues						\$ -
Nutrition						\$ -
Transportation						\$ -
Supplies/Materials	\$ 300		\$ 13		\$ 287	\$ -
Building Maintenance/Repair						\$ -
Rent/Occupancy/Utilities						\$ -
Furniture						\$ -
Playground/Outdoor space						\$ -
Printing/Marketing/Website/Postage						\$ -
Admin Expenses (Legal, Accounting, Insurance,						\$ -
Indirect costs	\$ 33,492	\$ 1,673	\$ 10,606	\$ 10,606	\$ 10,607	\$ -
Total	\$ 350,667	\$ 61,853	\$ 83,199	\$ 100,400	\$ 105,215	\$ -

**Comments:**

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