

# Appendix A



## **Pathways Partners Stakeholder Meeting**

*November 22, 2019*

### **10:00 AM**

Charge for the Day  
Muffy Grant, NCECF

### **10:10 AM**

Welcome  
Cheryl Parquet, Blue Cross Blue Shield of NC

### **10:15 AM**

Pathways: How Did We Get Here?  
Mandy Ableidinger, NCECF

### **10:25 AM**

Early Childhood Data Development  
Mary Mathew, NCECF

### **10:35 AM**

Policy Updates: Children's Social-Emotional Health and Family Engagement  
Morgan Forrester, NC Child and Safiyah Jackson, NC Partnership for Children

### **10:55 AM**

Operationalizing the Pathways Action Framework and Group Activity  
Mandy Ableidinger, NCECF

### **Noon**

LUNCH

### **12:30 PM**

Panel Discussion: Education Policy in the Pathways Action Framework  
Moderator: Susan Scott, UNC-TV

### **2:00 PM**

Evaluation and Adjourn

# Appendix B

## NC Pathways to Grade-Level Reading Stakeholders Meeting

Friday, November 22, 2019 from 9:30 AM to 2:00 PM (EST)  
 Blue Cross and Blue Shield of North Carolina - 4615 University Drive - Durham, NC 27707

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Ableidinger	Mandy	1	General Admission	Paid with Check Order 74863925015-1140383809
<input type="checkbox"/>	Alanis	Antonio	1	General Admission	Free Order Order 74863925015-1090399889
<input type="checkbox"/>	Aurelien	Martine	1	General Admission	Free Order Order 74863925015-1093258923
<input type="checkbox"/>	Barrett	James	1	General Admission	Paid with Check Order 74863925015-1140386627
<input type="checkbox"/>	Basloe	Marsha	1	General Admission	Free Order Order 74863925015-1090605263
<input type="checkbox"/>	Battersby	Sarah	1	General Admission	Free Order Order 74863925015-1090348551
<input type="checkbox"/>	Bell	Liz	1	General Admission	Free Order Order 74863925015-1135968931
<input type="checkbox"/>	Bradstreet	Kate	1	General Admission	Paid with Check Order 74863925015-1157304955
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<input type="checkbox"/>	Britz	Diane	1	General Admission	Free Order Order 74863925015-1090350239
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<input type="checkbox"/>	Charles	Nicky	1	General Admission	Free Order Order 74863925015-1090119713
<input type="checkbox"/>	Cox	Jill	1	General Admission	Free Order Order 74863925015-1115042813
<input type="checkbox"/>	Cronin	Pat	1	General Admission	Free Order Order 74863925015-1093207007
<input type="checkbox"/>	Davis	Mindy	1	General Admission	Free Order Order 74863925015-1090340359
<input type="checkbox"/>	Dawson	Dawn	1	General Admission	Free Order Order 74863925015-1135966951
<input type="checkbox"/>	Duncan	Alison	1	General Admission	Free Order Order 74863925015-1096867541
<input type="checkbox"/>	Earls	Marian	1	General Admission	Free Order Order 74863925015-1090077883
<input type="checkbox"/>	Elander	Cate	1	General Admission	Free Order Order 74863925015-1128779053
<input type="checkbox"/>	Elkins	Mary Kathryn	1	General Admission	Free Order Order 74863925015-1115008431

## NC Pathways to Grade-Level Reading Stakeholders Meeting

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<input type="checkbox"/>	Grant	Muffy	1	General Admission	Paid with Check Order 74863925015-1140383047
<input type="checkbox"/>	Gregory	Brittany	1	General Admission	Free Order Order 74863925015-1100401575
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<input type="checkbox"/>	Hazeldine	Carolyn	1	General Admission	Paid with Check Order 74863925015-1152636299
<input type="checkbox"/>	Headen	Gayle	1	General Admission	Free Order Order 74863925015-1093880981
<input type="checkbox"/>	Hill	Carnela	1	General Admission	Paid with Check Order 74863925015-1162245251
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<input type="checkbox"/>	Hirsch	Sharon	1	General Admission	Free Order Order 74863925015-1090076379
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<input type="checkbox"/>	Johnson	Constance Lav	4	General Admission	Free Order Order 74863925015-1120877765
<input type="checkbox"/>	Johnson	Kaylan	1	General Admission	Paid with Check Order 74863925015-1150217257
<input type="checkbox"/>	Johnson	Constance Lav	1	General Admission	Paid with Check Order 74863925015-1151948399

## NC Pathways to Grade-Level Reading Stakeholders Meeting

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<input type="checkbox"/>	Jones	Christy	1	General Admission	Free Order Order 74863925015-1090122123
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<input type="checkbox"/>	Joyner	Catherine	1	General Admission	Free Order Order 74863925015-1090446109
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<input type="checkbox"/>	Krzeszewski	Lori	1	General Admission	Free Order Order 74863925015-1090092177
<input type="checkbox"/>	Lambert	Nicole	1	General Admission	Free Order Order 74863925015-1102058021
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<input type="checkbox"/>	Lanham	Debra	1	General Admission	Free Order Order 74863925015-1090078323
<input type="checkbox"/>	Layne-Stevens	Maria	1	General Admission	Free Order Order 74863925015-1090525565
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<input type="checkbox"/>	Lofton	Jackie	1	General Admission	Free Order Order 74863925015-1090414277
<input type="checkbox"/>	Lucas	Alexia	1	General Admission	Free Order Order 74863925015-1090418769
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<input type="checkbox"/>	McDougal	Tanya	1	General Admission	Free Order Order 74863925015-1090416333
<input type="checkbox"/>	McKnight	Karen	1	General Admission	Free Order Order 74863925015-1090080885
<input type="checkbox"/>	Merrifield	Carolyn	1	General Admission	Free Order Order 74863925015-1125674999
<input type="checkbox"/>	Messersmith	Beth	1	General Admission	Free Order Order 74863925015-1106101455
<input type="checkbox"/>	Middleton	Melanie	2	General Admission	Free Order Order 74863925015-1090576765
<input type="checkbox"/>	Mills	Karen	1	General Admission	Free Order Order 74863925015-1093877797
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<input type="checkbox"/>	Munn	Duncan	1	General Admission	Free Order Order 74863925015-1099655815
<input type="checkbox"/>	O'Donnell	Bill	1	General Admission	Free Order Order 74863925015-1106511247
<input type="checkbox"/>	Oates	Steve	1	General Admission	Free Order Order 74863925015-1096831333

## NC Pathways to Grade-Level Reading Stakeholders Meeting

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<input type="checkbox"/>	Parquet	Cheryl	1	General Admission	Paid with Check Order 74863925015-1142117377
<input type="checkbox"/>	Peisner-Feinberg	Ellen	1	General Admission	Free Order Order 74863925015-1100715759
<input type="checkbox"/>	Pharr	Cory	1	General Admission	Paid with Check Order 74863925015-1152100343
<input type="checkbox"/>	Pierce	Amber	1	General Admission	Free Order Order 74863925015-1092662365
<input type="checkbox"/>	Planchard	Rebecca	1	General Admission	Free Order Order 74863925015-1090168289
<input type="checkbox"/>	Potts	Joy	1	General Admission	Paid with Check Order 74863925015-1154044771
<input type="checkbox"/>	redmond	phil	1	General Admission	Free Order Order 74863925015-1091457999
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<input type="checkbox"/>	Sermon-Boyd	Norma	1	General Admission	Free Order Order 74863925015-1090102075
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<input type="checkbox"/>	Thompson	Florianna	1	General Admission	Free Order Order 74863925015-1090120001

## NC Pathways to Grade-Level Reading Stakeholders Meeting

	Last Name	First Name	Qty	Ticket Type	Payment Status
<input type="checkbox"/>	Truitt	Catherine	1	General Admission	Paid with Check Order 74863925015-1151015213
<input type="checkbox"/>	Tyson	Marshall	1	General Admission	Free Order Order 74863925015-1090475113
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<input type="checkbox"/>	Vodicka	Sheree	1	General Admission	Free Order Order 74863925015-1091996091
<input type="checkbox"/>	Watkins	Cindy	1	General Admission	Free Order Order 74863925015-1091909655
<input type="checkbox"/>	Watkins	Julia	1	General Admission	Free Order Order 74863925015-1116644579
<input type="checkbox"/>	Welker	Michael	1	General Admission	Paid with Check Order 74863925015-1162307869
<input type="checkbox"/>	White	Donna	1	General Admission	Free Order Order 74863925015-1090869033
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<input type="checkbox"/>	Wilkinson	Jenni	1	General Admission	Free Order Order 74863925015-1104961669
<input type="checkbox"/>	Williams	Tamika	1	General Admission	Free Order Order 74863925015-1090647367
<input type="checkbox"/>	Zalkind	Henrietta	1	General Admission	Free Order Order 74863925015-1090259099

# Appendix C

## PATHWAYS STAKEHOLDER MEETING – NOV 2019 ACTION MAPPING ACTIVITY INPUT

### SYSTEMS ARE FAMILY-DRIVEN AND EQUITABLE (RED)

- **Support Families in Advocating for their Children.**
  - Parent & Family Advocacy and Support Training Series at Durham Cooperative Extension.
  - El Centro Hispano, Inc. in Durham and Carrboro/Chapel Hill offer parenting classes that teach parents how to advocate for their children's educations. They teach a curriculum called Padres Comprometidos, which encourages parents and gives them tools to advocate for their children.
  - OurBridge in Charlotte.
  - Supporting family education, especially in low-income communities, just as much as student education.
  - Supporting families in knowing their rights in schools.
  - Head Start Parent Advocacy Trainings and conferences.
  - The Arc of North Carolina provides individualized supports to families/caregivers, provides mentoring, and advocates at the local level (21 affiliated chapters) and the state level.
  - Family Academy through Wake County Public Schools.
  - Head Start: home visiting, parents are on the policy councils, and family advocates work with parents on advocating for their children's needs.
  - Adelante Coalition through the Carolina Justice Policy Center is working on the school to prison pipeline/suspension/expulsion.
  - Consumer and Family Advisory Committees provide advice and input to local mental health/developmental delay lead agencies (managed care organizations).
  - NC Child advocacy toolkit.
  - Behavior and Inclusion Support program through Smart Start of New Hanover County supports parents with information of community resources for social/emotional development.
  - Our Children's Place provides support for justice-involved families.
  
- **Require Linked Strategies Across Programs to Engage and Learn from Families, including Working with Community Groups to Reach Families Where They Are and Involving Families in Services from the Beginning.**
  - NC Child's Parent Advisory Council
  - NC Partnership for Children and the NC Division of Child Development and Early Education are partnering on a statewide Family Engagement and Leadership Coalition across all family-serving sectors.
  - Triangle Association of Muslim-American Mothers is working with refugee families across the Triangle, which is a good way to reach families.
  - Families are informing NC's Home Visiting and Parenting Education systems planning.

- The Forsyth Promise is piloting significant parent representation efforts in their B-3<sup>rd</sup> grade Action Network.
  - Smart Start of Forsyth County is piloting Help Me Grow.
  - Wake County Schools have adopted the School Improvement Indicators on Family Engagement as a mandatory indicator of their school improvement plan. There is strong work being done in each school with support from Title I Parent Engagement leader and the Office of Equity Affairs. There are large numbers of administrators attending conferences on family engagement, hosted by Title I.
  - Prevent Child Abuse NC includes family/lived experience representation in counties creating Prevention Action Plans and has included training for families in Be Strong Community Care model (in Cumberland County) and Protective Factors Framework.
  - NC Head Start provides Family Advocate Family Engagement Specialists that work with families on healthcare, housing, events, job search, continuing education, etc.
  - Family Connects Durham
  - Home Visiting/Parenting Education Systems Leadership Team at the NC Partnership for Children is including strategies to connect family voice.
  - Include informal learning organization in the work (museums, libraries) because they often have access to families who are opting out of more formal learning opportunities due to a variety of barriers.
- **Be Inclusive in Planning and Designing Services.**
    - Mandate schools and parents to attend educational courses that enlighten them o the process of education and the systems in place to support them. Provide credits and coaches. (NC PTA)
    - Durham County Exchange Clubs works closely with families to plan and design services that are tailored and culturally responsive.
    - WAKE Up and Read plans to create systems that are more family-driven and work to engage the community.
    - Telamon Head Start includes parents in planning.
    - Smart Start is convening Family Engagement and Leadership coalitions in several counties.
    - Parent leadership is being emphasized and supported by including diversified voices by Durham’s Partnership for Children, Child Care Services Association, East Durham Children’s Initiative, Head Start, and Chapel Hill Training and Outreach Project. There are stipends to support family/parent participation and outreach to canvas all pockets of the community.
    - Include informal learning organizations (museums and libraries) in the work.
    - Initiatives of the Governor’s Interagency Coordinating Council, including Early Intervention and Preschool Special Education.
    - Include families in training and use authentic, diverse examples of families when designing trainings and educational materials.



- Barrer: Organizational funding to support compensation families' involvement and recognizing that we may be taking up time that they could be earning wages.
- **Set Equity Goals.**
  - NC Child's spring 2020 event will have a racial equity focus.
  - Durham Public Schools and other school systems have created diversity and inclusion offices, and equity is embedded in the school system's strategic plan.
  - Durham has several educational equity organizations, such as Village of Wisdom and we are.
  - New dual language programs in Durham.
  - Durham Pre-K Quality Committee has an equity focus.
  - Wake County Schools has equity called out in the district's strategic plan and has invested in an Office of Equity Affairs, which collaborates with other departments and schools to move this work.
  - Prevent Child Abuse NC is launching racial equity planning in their work to address disproportionality in the prevention/child welfare/foster care system.
  - Carolina Justice Policy Center and the ACLU and NC Child on Raise the Age work.
  - Action for Equity in Forsyth County.
  - Public School Forum has launched the Dudley Flood Center for Educational Equity and Opportunity.
  - The Home Visiting and Parenting Education Systems Leadership Team through NC Partnership for Children has prioritized equity in its planning.
  - Center for Racial Equity in Education (CREED).
  - WAKE Up and Read is leading work in literacy through an equity lens, including ongoing learning with leadership who all attended racial equity training and added six or seven new members to leadership.
  - Racial Equity Institute training is a good foundation for organization wanting to learn more.
  - Live Well Wake is a new project of Wake County Health and Human Services and the work is with families in general, with a strong focus on early childhood and using an equity lens.
  - The Oak Foundation is launching a learning network of nonprofit agencies focused on the intersection of learning differences and racial equity.
  - Barriers: Different opinions and definitions of equity will challenge efforts to set common goals. Analyses will need to include/recognize the diversity of thought when establishing goals.
  - New Hanover County Schools recently launched an Equity, Diversity and Inclusion Committee, which is currently setting goals and a mission, under the direction of Dr. LaChawn Smith, Deputy Superintendent at New Hanover County Schools.
  - Barrier: Accountability.
- **Ensure Assessment Instruments are Culturally and Linguistically Relevant.**

- Centro para Familias Hispanas (Hispanic Family Center and Catholic Charities) is willing to participate in any discussion/training related to helping organizations and individuals understand the Hispanic community and how to be culturally appropriate when reaching out to them.
- Smart Start of New Hanover County has a Behavior Inclusion Support Program that uses the Pyramid Model to work with individual children and teachers based on referrals to lessen expulsion/suspension. Barrier: adequate funding to supply enough consultants.

## **SYSTEMS SERVE CHILDREN IN THE CONTEXT OF FAMILIES AND COMMUNITIES (ORANGE)**

- **Create Family-Friendly Employment Policies.**
  - Child Fatality Task Force Perinatal Health Committee unanimously supported proposals on paid leave, kin care, safe days, pregnancy and lactation accommodation.
  - Governor's Executive Orders on parental leave, pregnancy and lactation accommodations, and use of safe days.
  - Prevent Child Abuse NC is including influencer videos on Family Friendly Workplace Policy in their Connections Matter campaign, with a focus on parent-child attachment being good for business and good for families.
  - Prevent Child Abuse NC is focusing goals on Family Friendly Workplace Policies in local Community Prevention Action Plans that align with the Early Childhood Action Plan.
  - Addressing the benefits cliff is an important part of this. Asset Building Coalition is doing this work in Forsyth County.
  - Chatham Health Alliance is just getting off the ground a poverty committee focusing on soft skills, environment, and cultural awareness in business.
  - Partnership for Children of Johnson County is allowing children to come to work with parents until age six.
  - Wake County recently implemented parental leave and doubled community involvement leave, which allows parents to attend school events and meetings).
  - Eighteen local governments and growing have passed paid leave policies.
  - Essentials for Childhood is focused on paid leave.
  - There is a coalition working on these issues, including NC Child, MomsRising, NC Justice Center, and others.
  
- **Increase Access to Affordable Housing.**
  - Foundation for the Carolinas and City of Charlotte are raising money for affordable housing. This is a major emphasis in Charlotte.
  - CASA and DHIC, Inc. are key players.
  - Southeast Raleigh College Park development
  - Charlotte Housing Authority and QC Family Tree are working in this area and anchored in the community.

- Wake County and City of Raleigh currently are developing a five-year affordable housing plan with public hearings in December to allow community collaboration.
  - Wake County just launched the Wake Prevent Program to help eligible families with rent/deposits to prevent homelessness.
  - Mecklenburg County Leading on Opportunity is a key player.
  - Durham's Partnership for Children is working with the Homeless Collaborative to advocate for affordable housing and expanded shelter services.
  - Area of interest for local government associations like NC Metro Mayor Coalition, the NC Association of County Commissioners, and the League of Municipalities.
- **Ensure Accessible Transportation to Early Care Programs, Schools, Health Services.**
    - Many Head Start programs also provide transportation for children.
    - Encourage services such as GoTriangle (GoRaleigh, GoCary, etc) so offer free or discounted travel cards/rates for people traveling to educational/health/etc programs.
    - Advocate for more accessible bus stops.
    - This is part of Durham Pre-K discussions.
    - Live Well Wake has seven priority areas, including transportation, housing, employment, access to care, vulnerable communities, families faces and mental health/substance abuse.
    - NC Child Parent Advisory Council's top Medicaid focus area is transportation.
    - Some local Smart Start partnerships provide funding to support transportation for families to medical appointments and childcare.
- **Screen Children, Families for Social Drivers of Health. Connect them to Appropriate Services.**
    - YMCAs have food pantries and meals programs in a number of communities serving kids who suffer from food insecurity.
    - ACEs statewide conference coming up in June 2020.
    - NC Head Start programs provide health screenings and some are looking to add on-site clinics for families.
    - Move beyond ACEs screening to understand all contributors to childhood adversity and implement trauma- and resilience-informed care. Key players include American Academy of Pediatrics Social Drivers of Health and Social-Emotional Health initiatives, NC Pediatrics Society, and NC Association of Family Practitioners.
    - Support continued investment in school lunches.
    - Reach Out and Read Carolinas (ROR) is providing additional training and professional development opportunities for participating medical providers to use the Reach Out and Read model as a vehicle for addressing ACEs and toxic stress and build resilience. ROR is also partnering with Healthy Steps to discuss integrated trainings for participating clinics in Durham and Guilford counties.

- Some Department of Social Services (DSS) agencies are screening for protective factors in child welfare cases.
  - Invest in improving the physical environments in schools (mold, etc) and ensure that schools have and enforce duty to warn.
  - Lucy Daniels program Secure Path is a therapeutic program for children 0-5, with a focus on social-emotional development.
  - Building Healthy and Resilient Communities is an NC Partnership for Children-based initiative.
  - In addition to those listed (Wake, Edgecombe, Pender and New Hanover) there are a total of 17 ACEs/Resilience taskforces/collaboratives across NC.
  - Child First screens children and their parents for social drivers of health and connects them to services through care coordination.
- **Invest in Two-Generation Interventions.**
    - OurBridge and Aldersgate in Charlotte.
    - Reach Out and Read takes a two-generation approach. Reach Out and Read Carolinas is beginning research on how Reach Out and Read may impact maternal depression. Reach Out and Read also uses two-generation approach to core of work, connecting families with services.
    - Motherread, now a program of Helps Education Fund, takes a two-generation approach.
    - Prevent Child Abuse NC provides intermediary supports for family strengthening and parenting education programs that build both parent competencies and children's social-emotional development, including Circle of Parents, Incredible Years, Strengthening Families and Triple P.
    - Medicaid expansion to ensure women have access to preconception, postpartum and interconception care.
    - Ascend at Aspen Institute is a national leader in this space.
    - Maintain focus on the opportunity to include parent connection with living wage work/credentials in high demand fields.
    - Some Department of Social Services (DSS) agencies are implementing Triple P parenting education for families in the child welfare system.
    - Chatham Literacy has a two-generational program focusing on parents and children working on literacy goals together.
    - Invest in community relationships, provide education and workshops to families in low-income communities, invest in birth to career programs that give children and families advocates that work with them consistently through this time, and provide adverse childhood experiences (ACEs) screening for children entering school.
    - Smart Start of Mecklenburg County held its first Family Forward of NC event and is working to reconvene the Home Visitation Workgroup to improve early intervention services.
    - The Salvation Army and YMCAs offer two-generation interventions that serve children in their families and communities.

- El Centro Hispano, Inc in Durham and Carrboro-Chapel Hill has a preschool class while parents learn English and attend parenting education classes.
  - Early Head Start of Mecklenburg County takes a two-generation approach using a childcare partnership model.
  - Work with early childhood homelessness using an early childhood and shelters self-assessment tool.
  - Richmond County Health Department and Department of Social Services screens children for adverse childhood experiences (ACEs) and will screen parents.
  - Our Children’s Place provides support for justice-involved families.
  - Family Reading Partners does home visits and gives families free books. Books should be more culturally relevant.
  - Thompson Child and Family focus is investing in offering Parent-Child Interaction Therapy as an evidence-based, two-generation approach for kids aged 2-6, and has partnered with Novant Behavioral Pediatrics as a referral sources in Charlotte.
  - Many Head Start programs (Community Actions) teach classes in Incredible Years for parents.
  - Barrier: Nurse-Family Partnership, Family Connects, HealthyFamilies America and other home visiting programs need more funding and statewide footprint.
  - Barriers: siloed federal funding and lack of state investment in child welfare, which is primarily funded through federal and county funds.
  - Barrier: Language barriers, especially for people of Islamic faith. Need language support in Urdu, Arabic, etc.
- **Expand Maternal Depression Screening and Treatment.**
    - Child Parent Psychotherapy (Child First), Circle of Security, Attachment and Biobehavioral Catch-up (ABC) and Parent-Child Interaction Therapy are some of the most evidence-based programs.
    - Home Visiting and Parenting Education Systems Planning is going on to create a statewide action plan.
    - Healthy Opportunities pilots.
    - Are postpartum screenings required before release from hospital after birth?
    - Medicaid expansion to support all adults and families who cannot visit doctors.
    - Need to explore postpartum care and depression screening for incarcerated pregnant people.
    - Wake Connections is an online coordinated intake and referral system.
    - Chatham Health Alliance has three subcommittees, including equity and poverty, which are addressing all of these concerns.
    - Child First is in 26 counties now and funding is needed to increase services to families in need across the state.
    - Fourth Trimester Initiative is a key player.
    - Promotion of workforce for evidence-based dyadic therapies.
    - NC Coordinators for Postpartum Support International and Community Cares for NC (CCNC) care coordinators for mother-infant dyads for those with positive screens or concerns are key players.

- Health Resources and Services Administration (HRSA) grant on Maternal Depression and Related Behavioral Health Disorders through NC Division of Public Health (NCDPH).
- Assuring Better Child Development (ABCD) in Johnston County is supporting maternal health screens at pediatric visits.
- Barrier: Transportation is a barrier that hasn't been figured out in a large rural area (Chatham county).

## **EDUCATION SYSTEM IS ACCESSIBLE & HIGH-QUALITY – Early Education (B-5) (YELLOW)**

### **• Increase Access to Infant and Toddler Care.**

- Increase parent outreach and communication so they know that there is capacity because there are seats that go unfilled.
- Think Babies campaign in New Hanover County to educate the community on infant/toddler development and needs.
- Child Case Services Association does a workforce study and next one is coming in August 2020.
- Preschool Development Grant (PDG) will support Babies First NC, an initiative to create a high quality infant/toddler program.
- Preschool Development Grant (PDG) is requiring an Infant/Toddler Quality Feasibility and Cost Study.
- Initiatives throughout the NC Early Intervention system and Early Intervention state plan.
- Consider evidence-based programs such as Kaleidoscope Playgroups in rural areas at alternate locations such as churches, migrant centers, health clinics, etc.
- AWARD\$ Salary supplements increases salaries for infant/toddler teachers.
- Have Early Head Start in more communities.
- Smart Start partnerships pay supplemental funds for infant/toddler slots through their dual subsidy activities.
- Incentivize businesses to provide on-site care.
- Barriers: Lack of funding. The main barrier is a shortage of infant/toddler programs and qualified teachers.

### **• Provide Wrap-Around Services for High Quality Early Care and Education.**

- Local initiatives around quality of care:
  - Chowan CARES: Curriculum alignment (early literacy) with all public and private caregivers.
  - Randolph Smart Start: Initiative to boost quality of infant/toddler care, as part of the KidsReadyNC work.
  - Catawba Smart Start: Training of all principals/assistant principals in characteristics of high quality pre-K, as part of KidsReadyNC work.
- Meck Wrap has set aside money for wrap around child care for Meck PreK families (\$75/child) and funds transportation for PreK
- NC Child Find – Nash Health Care and Nash Health Department are involved, including occupational and speech therapists.

- Centro para Families Hispanas/Hispanic Family Center provides case management to families and helps connect them to wrap-around services, including child care, medical services, child development and more, with a focus on the Hispanic community.
  - Private sites offer transportation from NC Pre-K in school system to program. Barriers include school system does not offer transportation services or transport children home; lack of funding; lack of bus drivers in county.
  - Include informal learning organizations (museums, libraries) in the work, because they sometimes have more access to families than formal education environments.
  - Need subsidy policy to support layered funding with Head Start to extend the day.
  - Wake County Smart Start funds wrap-around services through Wake County Human Services.
  - Meck Pre-K now has up to 69 classrooms with capacity for 1,242 children, the county has increased investment to reduce/remove the waitlist for subsidy, and they are working on creating Pre-K wraparound care.
- **Expand Child Care Subsidies for Children.**
    - Adopt a tax credit scholarship fund for child care subsidies.
    - NC received federal increase in child care subsidies from federal Child Care and Development Fund block grant (but General Assembly chose to invest the funds elsewhere).
    - Mecklenburg County, Charlotte Executive Leadership Council and Foundation for the Carolinas adding money for subsidy to remove waiting list in Mecklenburg County.
    - Meck Waitlist Reduction Initiative – To date, more than 1,000 children (0-5 years old) have been moved off the waitlist with county funding and enrolled in quality child care.
    - Need a consistent subsidy policy across funding streams.
    - Include churches' preschools in this conversation and offer subsidies so they can also offer seats to those who can't afford them.
    - Forsyth County in in the process of expanding Pre-K opportunities for children through PreKPriority.
    - Durham Partnership for Children/NC Pre-K, Head Start, Durham Public Schools, and Child Care Services Association have invested local dollars to increase Pre-K seats in Durham County.
    - Partnership for Children of Cumberland County has a subsidy activity to assist families in crisis (examples: death of a spouse, domestic violence, homelessness, divorce) but there is limited funding to meet the need.
  - **Raise Child Care Subsidy Rates.**

- Watauga Partnership for Children is paying higher subsidy rate for infant/toddlers programs who pay teachers at least \$12/hour and participate in coaching to attain accreditation.
  - NC General Assembly has recently appropriated funds to increase rates.
  - Legislative commissions and committees focused on early childhood are key players.
  - NC Division of Child Development and Early Education (DCDEE) will release a new market rate study in 2021, which could include cost modeling data.
- **Provide Higher Subsidy Rates to Providers in Underserved Communities.**
    - Priority was given to underserved communities in the Preschool Development Grant (PDG) by the NC Division of Child Development and Early Education (DCDEE), and the PDG Strategic Plan prioritizes this.
    - Connect to Every Student Succeeds Act (ESSA).
    - Create a database for providers and potential child care providers in the community.

## **EDUCATION SYSTEM IS ACCESSIBLE & HIGH-QUALITY – Culturally Relevant and Free from Bias (GREEN)**

- **Recruit and Retain Educators and School Leaders of Color.**
  - Wake County Schools Office of Early Learning has been working on this for three years.
  - Support 2+2 partnerships between community colleges and colleges/schools of education.
  - Charter schools are more likely to have teachers of color.
  - Wake County Schools' HR department is leading work in this area.
  - Belk Foundation focused on recruiting educators of color and addressing equity in education outcomes.
  - Profound Gentlemen, a Charlotte-based nonprofit, is working to recruit and retain educators of color.
  - Pair with efforts to raise compensation for early childhood educators.
  - Renovate systems so that Black children see a place for themselves from the beginning and then pay them equitably.
- **Adopt Research-Based Standards for Culturally-Relevant Teaching.**
  - Villages of Wisdom is working on this in the K-12 space.
  - A lot to learn from Hawaii and New Mexico, focused on indigenous populations.
  - Wake County Schools have adopted a cultural relevance framework, which they are using to have common learning with the principal. Professional Development for all principals has started this fall co-led by Academies – Office of Equity Affairs and Support Services.
  - Islamic Association of Raleigh and Hindu group to work with Board Advisory Council of Wake County Public Schools to improve understanding of South Asian cultures.



- Key player – NC ACCESS group is made up of NC Community College Early Childhood Department faculty.
- **Provide Professional Development for Teachers on Cultural Competency and Working with Families.**
  - Wake County Schools are doing equity leadership coaching, world culture conversations, and REI Beyond Diversity training.
  - Need implicit bias and cultural competency training in early childhood education programs (university, community college settings)
  - Training on ACEs and resilience is occurring.
  - We are is a nonprofit doing anti-racist teaching in Durham.
  - Durham Public Schools provides equity and racial bias professional development for all teachers.
  - Wake County Smart Start is hosting implicit bias training for NC Pre-K teachers.
  - Durham’s Partnership for Children trains NC Pre-K and Early Head Start teachers on culturally responsive practices and working and engaging with diverse families.
- **Ensure Curricula and Materials are Culturally Relevant.**
  - Many of our children of color need counseling to adapt to alternative methods that are not prevalent or habitual in their cultures that educators have not yet identified. (NC General Assembly Rep or Senator)
  - Embed culturally-relevant teaching in all courses.
  - Include informal learning organizations (museums, libraries) in the work.
  - Beginning the discussion earlier at birth.
  - New program for special education at UNC (from birth on).
  - Schools of Education include in K-6 methods courses, hiring diverse faculty and specialists/experts in the field (UNCG representative).
  - Charter schools have flexibility to adopt culturally-relevant curriculum. Should encourage more to do so.
  - Disseminate videos and literature through UPF to improve social studies curriculum enhancements.
  - Wake County used the IMET tool in procuring the ELA curriculum currently used in 2<sup>nd</sup>-8<sup>th</sup> grades and added a rubric that included vetting through culturally relevant lens.
  - Dolly Parton library to include books in Spanish.
- **Ensure Education Accountability Systems are Culturally Relevant.**
  - Center for Racial Equity in Education (CREED).
  - Establish an equity office or offices at NC Department of Public Instruction (DPI) to coordinate efforts.

- Division of Child Development and Early Education (DCDEE) is exploring a statewide contract with Teaching Strategies Gold, which includes Ready Rosie parent/family engagement tool in Spanish and English. This was written into the Preschool Development Grant (PDG).
- **Adapt K-3 School Funding System to Increase Equity.**
  - State needs to modify funding formulas to prioritize K-3<sup>rd</sup> grade.
  - Would tying ACEs to funding lead to us diagnosing and pathologizing low-income and students of color?
  - We have embedded principles of equity into the Early Childhood Action Plan and the Preschool Development Grant (PDG).

### **EDUCATION SYSTEM IS ACCESSIBLE & HIGH-QUALITY – High Quality Teachers and School Leaders (BLUE)**

- **Increase Standards and Compensation of Birth-through-Age-Five Educators, including expanding WAGE\$ and T.E. A.C.H. for Birth-through-age-five Educators and Directors.**
  - Added scholarship thru TEACH for residency license for NC Pre-K teachers.
  - Bill HB 882 – Workforce Bill – is currently stuck in committee.
  - Invest in high quality teacher retention programs including providing professional development that is meaningful, relevant and helpful.
  - Provide new teachers with leadership of educators that have recent classroom experience.
  - Support smaller class sizes.
  - Invest in offering education majors more scholarships and college funds because teachers’ salaries can’t pay student loans.
  - Ensure that basic requirements of a BA/teacher training mean the same core principals across systems of higher education.
  - Child Care Services Association.
  - TEACH would be more accessible if available to teachers without requirement for release time being paid.
  - Need child care provider reforms, like unionization, benefits, living wage.
  - Think Babies and Division of Child Development and Early Education (DCDEE)
  - Child care subsidy investments.
  - Durham PreK providing salary parity and supplements.
  - Salary scale developed and submitted to DCDEE (HS 882).
  - Compensation – new strategy in HB 882 adding to subsidy incentives.
  - Increase lead teacher requirement of EDU 119. Add child development course and/or change to child development course.
  - NC Babies First supplements.
- **Support Incentives to Ensure High Quality Educators in High Need Schools and Programs.**
  - Opportunity Culture Schools in Charlotte-Mecklenburg schools

- New Teaching Fellows – advanced teaching roles.
  - Smart Start of Mecklenburg is not a part of WAGE\$.
  - Business in Mecklenburg such as Duke Energy, Bank of America, etc. have committed \$6.2 million over five years for training early educators, mainly on B-K certificate through the community college.
  - Provide incentives to educators to choose to work in high need settings.
  - Need to support recruitment of bilingual/dual language educators.
  - Need state-funded incentives for this.
  - Teachnc.org will include Pre-K vacancies.
- **Adjust Hiring Practices to Ensure High-Quality Educators.**
    - Continue to name low compensation for early childhood educators as a major equity issue, since this is a field that employs many women of color.
    - Do more about protective factors with teachers and practitioners.
    - Barrier: Salaries.
- **Create Collaborative Birth-through-Third Grade Professional Development.**
    - Connect to the Every Student Succeeds Act (ESSA).
    - Highlight: FirstSchool demonstration school work.
    - Consider the role that funders play in perpetuating lack of alignment, coordination and strategies to align funder-initiated professional development investments.
    - ESSA opportunity re. joint professional development with Head Start and other partners, on transition, family engagement, social-emotional development, curriculum (DPI/HSSCO).
    - NC Child Care Resources & Referral works with school age professional development.
    - NC Department of Public Instruction (DPI) PreK-K Demonstration Classrooms.
    - Chatham Reads is in the early stages of the Early Learning Collaborative to bring PreK, child care and Kindergarten teachers together to work on parent engagement and expectation. Barrier: Time/days can convene.
    - Have we considered how reading is taught? What is the vision for a literacy program? Have we examined the programs that were successful and not successful and determined the common elements?
    - Transitions pilot providing professional development for PreK and K teachers on formative assessment and family engagement. Preschool Development Grant (PDG) offers many professional development opportunities, if it is funded.
- **Provide Research-Informed Professional Development.**
    - Wake County is offering LETRS (research-based training in teaching reading/spelling) to 400 district and school staff, including all 118 K-2 literacy coaches, intervention facilitators, and special education teachers. 25 LETRS facilitators will deliver the training to every K-2 teacher in 2020-21.

- Coaching and reflective practice is critical.
- Online training through the NC Child Care Resource & Referral (CCR&R) Council Network.
- Who is doing ACEs and implicit bias training?
- Public School Forum's Resilience and Learning Project.
- Helps Education Fund's evidence-based training for literacy coaching.
- Trauma-informed trainings by the Center for Child and Family health with the community college system.
- Division of Child Development and Early Education (DCDEE) has a Moodle platform with professional development for early childhood teachers on health and safety, child care rules review, homelessness, etc.
- Community colleges offer early childhood education credit-bearing courses and continuing education courses.
- FPG would be a great partner to support early childhood professional development. Training for Child Care Resource & Referral (CCR&R) technical assistance staff on coaching and mentoring. TPOT and TPITOS assessment. Should not only be offered to public schools.
- NC Community College System

**EDUCATION SYSTEM IS ACCESSIBLE & HIGH-QUALITY – Positive School Climates (PURPLE)**

- **Prepare Teachers to Build Specific Student Skills Needed for Success.**
  - Wake County Public Schools are developing a standard treatment protocol as part of our MTSS framework and preparation for SLD eligibility for all tiers, PreK-12, for literary, math, attendance, behavior. Includes instruction, curriculum, environment, balanced assessment.
  - Wake County Schools Office of Equity Affairs is offering conversations and providing tools to community members, parents and teachers at each of the viewings of Resilience movie.
  - All teachers should have a training regarding acculturation to other cultures especially in regards to the Hispanic community to be able to understand and serve kids better.
  - Response to Intervention professional development is a research-based PP program that consistently improves first and second grade reading and was developed in NC (UNC).
  - Healthy Social Behaviors Project trains and coaches child care providers to create prosocial classrooms and focus on social-emotional development.
  - Engage with state colleges to encourage them to have courses in their education programs that are relevant, such as assisting children who have been through adverse experiences and how to teach healthy social behavior and racial equity. Teachers are often put in the position of being counselors because of a lack of adequate support staff. They are with the kids the most, so this background knowledge could make a huge difference in the classroom.

- **Require Educator & Administrator Professional Development for Building Positive School Climates.**
  - In Nash and Edgecombe counties, school community teacher facilitated at high needs schools to assess how ready are the schools for all children (Down East Partnership for Children).
  - Prepare teachers by allowing them greater opportunities to teach creatively.
  - NC Department of Public Instruction (DPI) is the source to put forth legislation on decreasing testing and catering more to the needs of teachers.
  - Responsive Classroom (RC) is an evidence-based approach to positive school climate gaining momentum nationally with a strong practitioner network.
  - Mental health training for administrators in Positive Behavior Intervention Supports (PBIS) statewide.
  - Social workers and school psychologists are key players.
  - Public School Forum's Resilience & Learning Project.
  - Rural Opportunity Initiative in Edgecombe County.
  - Communities In Schools of NC is training and equipping staff in 35 counties to support social-emotional learning in schools as support to school teams and using a tiered system of support that dovetails with MTSS.
  - Teachers need to learn about trauma and its effects on brain development and how to help children with behavioral issues.
  - Trauma-informed resilient-focused early childhood program at five schools in New Hanover school system.
  - Teacher Working Conditions survey should be used to build more positive school climates.
  - Barriers: Time, funding.
  
- **Hire Sufficient Support Staff.**
  - Nineteen percent of children have allergies and nine percent with asthma. Both impact educational engagement and require more staff to create safe, supportive learning environments.
  - School psychologists can consult and support, not just test.
  
- **Eliminate or Minimize Suspension and Expulsion.**
  - Include data on suspensions and expulsions on school report cards.
  - Use a social-emotional curriculum with evidence to reduce behavior problems and promote positive behavior (Responsive Classroom) and remove Positive Behavioral Intervention (PBI) – no evidence it works at scale.
  - Smart Start of Mecklenburg County's "Polliwog" programs is a behavioral intervention program for children whose therapeutic needs do not qualify for Charlotte-Mecklenburg Schools Pre-K Exceptional Children's Program, NC Infant/Toddler program, or whose challenging behavior impacts their child care placement.
  - Need more restorative practice training for students.

- New Hanover County partners with an advisory board and NC PreK to assist in creating expulsion/suspension procedures (interventions before getting to that point), which include using Behavior and Inclusion Support programs.
  - No ongoing support through Child Care Resource & Referral (CCR&R) system encouraging CLASS. Trainings are harder to find post-Race to the Top grant.
  - Child Care Resource & Referral (CCR&R) Council Healthy Social Behavior staff and expulsion training for teachers.
  - Nicky Charles (East Durham Children’s Initiative) has done this work.
  - Healthy Social Behaviors Project directly addresses reduction of suspension and expulsion of preschool children in private (non-DPI) child care facilities and trains administrators on prevention techniques.
  - Barrier: Teachers see CLASS as one more thing to do, and aren’t interested in it since it’s not regulatory.
- **Invest in School Health and Mental Health Staff and Clinics.**
    - Some counties are investing in mental health consultants to support child care providers.
    - New Hanover County schools are working on a proposal to provide all NHCS staff and educators with Mental Health First Aid, a free 8-hour training via Trillium Health. Judge Jay Corpening, District Court.
- **Support Schools and Child Care Programs to Engage Deeply with Families.**
    - Preschool Development Grant (PDG) Family Engagement Coalition.
    - Head Start/Every Student Succeeds Act (ESSA) alignment.
    - PreK-K Transition pilots in several communities.

**SOCIAL-EMOTIONAL HEALTH SYSTEM IS ACCESSIBLE & HIGH-QUALITY – High Quality, Diverse Clinicians (GREY)**

- **Recruit and Retain Infant and Toddler Mental Health Clinicians.**
  - Money approved for safe schools and increasing psychologists and therapists.
  - In order to recruit and train infant mental health clinicians, we must increase funding to expand evidence-based treatment programs.
  - Promote NC’s Child Psychiatry Access Program.
  - Support trainings on DC: 0-5.
- **Build a Pipeline of Health Providers of Color.**
  - Partner with Historically Black Colleges and Universities (HBCUs) and organizations serving people of color, like sororities and fraternities.
  - Barrier/Opportunity: Scholarships and/or loan forgiveness for students of color interested in pursuing work in this field.
- **Expand the NC Child Treatment Program.**
  - Secure funding for providers to receive NC Child Treatment Program certification.

- Recruit and support increased number of clinicians of color, as well as a pipeline of future clinicians.
- **Create a Mental Health Professional Development System.**
  - Through the Preschool Development Grant (PDG), the Division of Child Development and Early Education (DCDEE) and the Division of Public Health Early Intervention are providing opportunities for professional development of clinicians and early childhood providers.
  - Exploring competencies from Michigan. Needs funding and operationalizing.
  - Mental Health Association of the Carolinas.
- **Infuse Infant, Early Childhood Mental Health Competencies in Provider Education and Professional Development.**
  - Create Infant and Early Childhood Mental Health curriculum/education for graduate-level programs, especially social work. Social workers are the largest mental health workforce in NC.
  - NC Infant and Early Childhood Mental Health Association endorsement process.
  - Support integration of American Academy of Pediatrics mental health competencies for pediatrics in all primary care settings serving children.
  - Promote American Academy of Pediatrics recommendation of routine social-emotional screening at well visits.
  - Pyramid Model training, FLIP IT, CRM and other social-emotional topics are provided in technical assistance and training for early care teachers in New Hanover County.
  - Language barriers exist for South Asian community. Need to reach out to parents and explain long term effects of not seeking help to overcome the stigma of mental health and well-being or any diagnosis.
  - Barrier: Ideological differences in clinician and training vs. consultation by non-clinicians, so challenging to move forward.
- **Increase Professional Development in Mental Health Treatment for Pediatricians, Family Physicians.**
  - Wake County: Triangle Counseling Agency, Yelverton Enrichment Services, New Leaf Behavioral Health, Wayne Psychological Services.

**SOCIAL-EMOTIONAL HEALTH SYSTEM IS ACCESSIBLE & HIGH-QUALITY – Access to High Quality Services (WHITE)**

- **Address Barriers in Coverage of Infant, Early Childhood Mental Health Services to Ensure Adequate Benefits.**
  - Think Babies and Zero to Three funding and technical assistance commitment to supporting NC efforts.
  - DC: 0-5 training is costly right now.
  - Eliminate tailored plans/carve-out model of delivering mental health services and standardize whole-child care through co-management.

- Medicaid does allow non-specific codes for first six visits and at times the child is still at risk and can benefit from mental health services but doesn't meet diagnostic criteria, so we are missing a lot of children by not recognizing risk.
  - NC adults are not covered for mental health or any services without expanded Medicaid.
  - What about two-generational models (i.e., Child-Parent Psychotherapy, Child-Parent Interaction Therapy)? Just about all evidence-based birth-five models require parent involvement.
- **Infuse Social-Emotional Health into Other Child-Serving Systems.**
    - Social-Emotional Foundations of Early Learning (SEFEL) Project through Wake County Schools.
    - Prevent Child Abuse NC is exploring the availability of social-emotional strategies to prevent child sexual abuse for public schools, especially Healthy Relationships programs from Vermont.
    - YMCAs in NC are prioritizing resilience and social-emotional learning in youth programming.
    - Rockingham Smart Start is raising awareness and training with local community, including the K-12 school system, as part of the KidsReadyNC initiative.
    - Chowan CARES is raising awareness with the local community, including Edenton-Chowan Schools and Perquimmans Schools, as part of the KidsReadyNC initiative.
    - Timbernook in Moore County, a nature preschool.
    - Promote expanded use of the NC Early Learning Network.
    - NC Infant and Young Child Mental Health Association is becoming the agency for competencies endorsement.
    - We need to increase student group/individual counseling for our students by decreasing the frequency of testing. Pre- and post- is enough. (NC DPI)
    - Local Smart Start partnerships are exploring funding programs/activities focused on social-emotional efforts in childcare settings.
  - **Include At-Risk Children in Early Intervention.**
    - Key players: NC Infant and Early Childhood Mental Health Association.
    - Bringing out the Best at UNC-G is technical assistance and training for childcare providers.
    - Funding is needed with systems planning to avoid duplication with other programs.
    - Leandro Commission recommendations.
    - Wake Connections of Smart Start prioritizes at-risk children to access early intervention services faster/first.
    - Barrier: Availability and recruitment of enough qualified clinicians, especially in rural areas, to care for infants and toddlers.
    - Barrier: NC law excludes "at risk" definition in Early Intervention services.



- **Use Data to Track Community Needs and Service Provision.**
  - Align community needs assessments around health, schools, Head Start, etc.
  - Communities In Schools of NC completes a school needs assessment each year at our sites to support matching of community resources to school and student needs. Parent engagement is always needed.
  - Key players: Community Cares for NC (CCNC), Division of Health Benefits
  - EPSDT profile.
  - Prevent Child Abuse NC Community Prevention Action Plans use Pathways and Early Childhood Action Plan data to help communities align their work with state level goals and data. Partners include Cumberland, Wake, Transylvania, Pitt and Onslow counties, along with local partnerships for children, children’s advocacy centers (CACs) and CCPTs.
  
- **Integrate Mental Health Providers with Pediatric and Other Primary Care Practices.**
  - Key players: American Academy of Pediatrics Mental Health initiatives for integrated care. In NC, Sandhills Pediatrics.
  - Look at policy that would allow financing for non-clinicians that is not solely philanthropy.
  - Health Resources and Services Administration (HRSA) grant to Division of Public Health for pediatric mental health access line (NC PAL, Duke).
  - Novant Health in Charlotte is building a pediatric office (Developmental Pediatrics) that will have mental health clinicians provided through Thompson Child and Family Focus to offer Parent-Child Interaction Therapy (PCIT) for 2-6 year olds, and other mental health services.
  - Barriers: Continued model in NC of carving out behavioral health from physical health, and funding to provide value-based payments to facilitate implementation.
  - Barrier: Very limited Spanish speaking mental health providers is a barrier for parents and children.
  - Barrier: Family understanding of Medicaid transformation.