NEW ORLEANS EARLY EDUCATION NETWORK (NOEEN) STEERING COMMITTEE MEETING

March 8, 2023

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

I. CALL TO ORDER

II. ROLL CALL

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

STEERING COMMITTEE MEMBERS

MEMBER	ENTITY REPRESENTED
Jen Roberts	NOEEN Board of Directors
VACANT	New Orleans City Council
Asya Howlette	City of New Orleans Mayor's Office
Dr. Fateama Fulmore	NOLA Public Schools (NOLA-PS)
Anna Williamson	Orleans Parish Child Care Resource & Referral Agency
Rebecca Latham	Orleans Parish Lead Agency
Derrick Toups	Orleans Parish Ready Start Network
VACANT	Louisiana Department of Health EarlySteps System Point of Entry
Dr. Shayla Guidry Hilaire	NOLA Public Schools (NOLA-PS) Exceptional Children Services (Child Find)
Joy Mitchell	Child Care Assistance Program (CCAP)
Kate Mehok	Cecil J. Picard LA 4 Early Childhood Program (LA 4)
Vanessa Chavis	Nonpublic School Early Childhood Development Program (NSECD)
Maria Blanco	Early Head Start
Dr. Keith Liederman	Head Start
Kristi Givens	City Seats
Rochelle Wilcox	B-3
Thelma French	Early Care & Education Community (At Large)
Dr. Maureen Nicol	Early Care & Education Parent/Caregiver (At Large)
Stacey Barquet	Early Care & Education Parent/Caregiver (At Large)
Melanie Richardson	Family Child Care Providers (At Large)

III. ADOPTION OF PREVIOUS MINUTES

ADOPTION OF PREVIOUS MINUTES

- Motion is to adopt the minutes from the January 18, 2023 Steering Committee Meeting.
  - Discussion
  - Public Comment
  - Vote

ADOPTION OF PREVIOUS MINUTES

- Motion is to adopt the minutes from the January 18, 2023 Family Engagement Subcommittee Meeting.
  - Discussion
  - Public Comment
  - Vote

IV. LEAD AGENCY UPDATES

NOEEN QUARTERLY CONVENING

- **Convening I**
  - March 15, following Director's Collaborative
  - 1-1:30 p.m., Virtually
  - Registration link to be shared.

- **Convening II**
  - June 21, following the Director's Collaborative
  - 1-1:30 p.m., Virtually
  - Registration link to be shared.

CHILD COUNT

- **Child Count Overview**
  - Child count is intended to count every publicly-funded child birth through age four in the state.
    - LA4, NSECD, CCAP, EHS, HS, B-3, City Seats, Title I, IDEA, FCC with Academic Approval
  - As established in Bulletin 140, community network lead agencies and publicly-funded early learning sites are required to work together to submit a count of all publicly-funded classrooms and children on October 1 and February 1 of each academic year.
  - Data collected during Child Count is critical and used by different stakeholders.

CHILD COUNT

- **Child Count Update**
  - February 1 Child Count data has been submitted for review to the LDOE
  - Audit of October 1 Count Data
    - Currently in progress
    - Amended timeline has been communicated by the LDOE
    - Final deadline for submission is March 15

COORDINATED OBSERVATION UPDATES

COORDINATED OBSERVATION UPDATES

Staffing Update

- Welcome Lorna Bell - Program Manager, Observations and Accountability

Spring 2023 Observations = 603 Total Classrooms

- 147 observations complete out of 603 (24%) as of March 3
- Current Observer Corps = 16
- Projected end date is April 28 but will likely be closer to May 15

COORDINATED ENROLLMENT UPDATES

COORDINATED ENROLLMENT UPDATES – AS OF MARCH 3, 2023

Funding Source	Total Allocation	Percentage of Seats Filled	Infant		1Yr		2Yr		3Yr		PK-4	
			Total Seats	Available Seats	Total Seats	Available Seats	Total Seats	Available Seats	Total Seats	Available Seats	Total Seats	Available Seats
LA4	1,381	97%							28	4	1,353	40
NSECD	379	87%							9	8	370	44
B3	420	99%	58	0	110	1	112	0	140	0		
City Seats	400	99%	40	0	84	0	127	0	149	1		
EHS	741	80%	79	17	273	55	389	78				
HS	1,472	69%							757	203	693	262
PK-4 Tuition	159	96%							10	0	149	7
Totals	4,952	85%	177	17	467	56	628	78	1,093	216	2,565	353
Total Active	4,221		(90%)		(88%)		(85%)		(82%)		(86%)	

EARLY CHILDHOOD MAIN ROUND APPLICATION

The new EC application has been open for approximately four weeks and as of Feb. 28:

- NOLA-PS has facilitated over 25 training sessions for families and programs.
- 70% of applicants described their application experience as *excellent or very good*.
- Less than 5% of applicants described their experience as *difficult*.
- More than 830 applicants have expressed interest in being contacted about potential jobs in early childhood.
- We have received approximately 3,500 applications to date, compared to 3,600 total applications last year.
- Main Round Application closes March 10th.

PK-4 Applications	Three Year Old Applications	2 Year Old Applications	1 Year Old Applications	Infant Applications
~1,350	~650	~500	~450	~300

EARLY CHILDHOOD APPLICATION PROCESS TIMELINE

February 2023

- EC moves to the Avela Application system for Main Round Enrollment
- New Main Round EC App Opened Feb. 1
- Family support & training sessions (ongoing)

March 2023

- EC Main Round Application Closes (March 10)
- App re-opens for 23-24 Open Enrollment for families to continue to apply & submit documents (placements for these families will happen after MR results released)

May

- Main Round Placement Results Shared with Families
- Families added to waitlists from Main Round & 23-24 Open Enrollment applicants

May/June

- 23-24 Early Childhood Open Enrollment (ongoing)

2023-24 FUNDING ALLOCATIONS AND SEAT TARGETS

The Steering Committee vote is the first phase of approval before funding allocations are finalized for state funded seats. **Final LA4 & NSECD funding allocations will be decided by BESE in April.**

LA4 & NSECD seat targets will be set according to NOEEN approved allocations for the Main Round Lottery. Adjustments to these targets may need to happen after BESE approval.

City Seats age level targets will be set for continuity of care and adjusted by programs based on total allocations, application data and individual program needs.

NOLA-PS will meet with programs in mid-March to finalize early childhood targets.

Note: B-3 state-funded three-year pilot program is ending. State Matching Funding will be determined closer to June.

V. READY START NETWORK UPDATES

B-3 FUNDING UPDATE

- On February 14 and 24, LDOE announced that the three-year B-3 Seats Pilot will end on June 30, 2023.
- On March 3, NOEEN communicated update to current B-3 providers.
- As part of the Coordinated Funding Request (CFR) vote on January 18, the NOEEN Steering Committee decided to ensure continuity of care for current B-3 children who are aging up in their programs in the 23-24 school year by guaranteeing funding through City Seats, beginning July 1, 2023.
- B-3 CFR requests are now moot and are already included in total City Seats number.

B-3 FUNDING UPDATE

- On February 24, LDOE announced that they will provide $724,440.50 in bridge funding (pending BESE approval in April) to the Orleans Parish Ready Start Network to assist with “transitioning families and providers out of the B-3 Seats Pilot.”
- Funding must be expensed by December 31, 2023.
- Discussion today informed by possible state matching funds and upcoming funding opportunities for programs.

B-3 FUNDING UPDATE

- **Proposal 1 - One-Time Three Year Old Seats**
  - Given funding amount, introduce 42-60 one-time “B-3” seats for the entire 23-24 year for three year olds since they will age out.
  - To comply with bridge funding deadline, provide monthly payments in fall and lump sum for spring in December.
  - At least 70% of funding has to be allocated to seats.
    - 70% of funding = 42 seats, funded at $12,000 per year
    - 100% of funding = 60 seats funded at $12,000 per year

B-3 FUNDING UPDATE

- **Proposal 2 - City Seats Provider Stipend (By Site)**
  - Provide one-time stipend, earmarking additional funds for capacity building, such as wage enhancements, continuing education scholarships, or teacher child care, based on an equal amount per provider.
    - $724,440.50 / 42 sites = $17,248.58 per site

- **Proposal 3 - City Seats Provider Stipend (By Seat)**
  - Provide one-time stipend, earmarking additional funds for capacity building, such as wage enhancements, continuing education scholarships, or teacher child care, based on an equitable amount per seat per provider.
    - $724,440.50 / 1,000 seats = $724.44 per seat per year = $60.37 per month

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MILLAGE + CAPACITY BUILDING UPDATES

- Workforce
  - **Updates**: Media Campaign Planning Underway, 800+ Interested in Early Childhood Careers from Early Childhood Enrollment Application Question, JOB 1 Partnership, Early Childhood Education Pathway Document Completed
  - **Next Steps/Exploring**: Task Force Working Group, Playbook Briefs, $3M+ in Retention Bonuses from New Orleans Mayor's Office of Youth and Families + Ready Start Network, Early Childhood Job Board and Workforce Resource Website
- Expansion
  - **Updates**: Disbursed $500K in Facilities ECHO, Nontraditional Hour Care Report Complete, Cohort 1 of New Leader Fellowship Pilot, CEA Budget Approval
  - **Next Steps/Exploring**: Nontraditional Hour Care Toolkit and Training Resources
- Enrollment
  - **Updates**: Early Childhood Enrollment Application Underway, B-3 Funding Ending
  - **Next Steps/Exploring**: Subcommittee Review of CFR Application Process
- Wraparounds
  - **Update**: Consultant Creating Family- and Provider-Facing Resource Maps for Children with Disabilities
  - **Next Steps/Exploring**: Offering ASQ:SE-2 Screening and Support to Network + Vision/Hearing Screenings to NSECD
- Accountability
  - **Update**: NOEEN Strategic Plan (Phase 1) Complete

PROPOSED MILLAGE BUDGET

- CEA Language: "*design, develop, and implement programs and partnerships to expand the capacity of early childhood programs to serve more children with quality seats through center startup and expansion grants, and programming to recruit, train, and retain a qualified early childhood teacher workforce, in accordance with an annual spending plan approved first by the City and then by the NOEEN Steering Committee.*"

Nov. 11	*Initial budget presented to City Council*
Dec. 5	*City Council approves CEA budget as part of City budget*
Feb. 3	*Stakeholder input on budget at 270 Day Millage Update Meeting*
Feb. 15	*Agenda generates CEA budget details based on community feedback*
Feb. 16	*CEA budget shared with NOEEN Executive Subcommittee*
Feb. 27	*NOEEN Executive Subcommittee reviews and preliminarily approves CEA budget*
Feb. 28	*NOEEN 501(c)(3) Board of Directors receives CEA budget*
March 3	*Mayor and CAO review and preliminarily approve CEA budget*
March 3	*CEA budget shared with NOEEN Steering Committee*
March 8	*NOEEN Steering Committee to vote on CEA budget*
March 9	*Deadline for CEA invoice to be uploaded to BRASS*

2023 MILLAGE BUDGET

- **$1,024,959** Administrative Cost and Evaluation
- **$10,000,000** Student Enrollment and Programmatic Payment
- **$2,083,300** **Comprehensive Wraparound Services**
- **$500,000** Family Navigation and Engagement Support
- **$1,000,000** Coordinated Enrollment
- **$500,000** Marketing Campaign
- **$6,140,000** **Capacity Building to Expand Quality**
- **$21,248,259** **TOTAL**

**fixed activities in gray* **proposed activities in pink*

MASTER MILLAGE 23-24 CEA BUDGET

Category (CEA)	Budget	Description
Administrative Cost and Evaluation	$1,024,959.00	As Defined in CEA #K22-756
Student Enrollment and Programmatic Payment*	$6,000,000.00	Enrollment Payments (1,000 Children @ $12K/Year for July-Dec. 2023)
	$4,000,000.00	Restricted Student Enrollment Prepayment (Q1 2024)
Comprehensive Wraparound Services*	$833,320.00	Restricted Prepayment (Q1 2024 Services)
	$212,500.00	Mental Health Services
	$62,500.00	Family Engagement and Outreach
	$19,980.00	Caregiving Resources for Families
	$25,000.00	Vision + Hearing Screenings
	$362,500.00	Practice-Based Coaching and Professional Development
	$500,000.00	Medical, Social Work, and Disability Intervention, Services, and Referrals
	$42,500.00	Transportation Support
	$12,500.00	Data Management Software
	$12,500.00	Outreach Materials
Family Navigation and Engagement Support	$500,000.00	As Defined in CEA #K22-756
Coordinated Enrollment	$1,000,000.00	As Defined in CEA #K22-756
Marketing Campaign	$500,000.00	As Defined in CEA #K22-756
Capacity Building to Expand Quality	$2,600,000.00	Facilities Support
	$100,000.00	Zoning + Permiting FTE + Fringe
	$500,000.00	Nontraditional Play Space Support
	$190,000.00	Workforce Recruitment Support
	$100,000.00	Subsitute Pool Planning Grant
	$600,000.00	Education Pathways Development (High School, CDA, ECAC)
	$175,000.00	Professional Development and Support for Directors
	$850,000.00	Professional Development and Support for Educators
	$875,000.00	PTO + Emergency Fund Pool for City Seats Programs
	$150,000.00	Neighborhood Engagement + Canvassing
TOTAL	$21,248,259.00	

*Contracts run on program year. 50% of total contract cost shown here and other half to be included in 2024 CEA budget.

VOTE ON PROPOSED MILLAGE BUDGET

- Must approve today to make invoice deadline and ensure first payments are received on time.
- Motion is to approve the proposed millage budget.
  - Discussion
  - Public Comment
  - Vote

VI. SUBCOMMITTEE REPORTS

EXECUTIVE SUBCOMMITTEE REPORT

EXECUTIVE SUBCOMMITTEE REPORT

- Composition
  - **Chair** - T. French
  - **Vice Chair** - R. Wilcox
  - **Past Chair** - K. Liederman
  - **NOEEN Board of Directors** - J. Roberts
  - **Lead Agency** - R. Latham
  - **Ready Start Network** - D. Toups

EXECUTIVE SUBCOMMITTEE REPORT

- Spring Meeting Date
  - May 10, 2023
  - 10-11 a.m.
- For Consideration
  - Amendments to Bylaws
  - 23-24 Calendar
  - Steering Committee Composition + Term Limits

COORDINATED ENROLLMENT & COORDINATED FUNDING REQUEST SUBCOMMITTEE REPORT

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COORDINATED ENROLLMENT & COORDINATED FUNDING REQUEST SUBCOMMITTEE REPORT

- Composition
  - R. Latham (Chair)
  - J. Mitchell
  - K. Mehok
  - T. French
  - F. Fulmore
  - M. Richardson
  - D. Toups
  - R. Wilcox

COORDINATED ENROLLMENT & COORDINATED FUNDING REQUEST SUBCOMMITTEE REPORT

- Spring Meeting Date
  - March 8, 2023
  - 10-11 a.m.
- Task
  - Review feedback, timeliness, process, and application from Fall 2022 CFR (by May 10, 2023 meeting).
  - Generate timeline and revisions to application or process for Fall 2023 CFR (by May 10, 2023 meeting).
- Meeting Update

FAMILY ENGAGEMENT SUBCOMMITTEE REPORT

FAMILY ENGAGEMENT SUBCOMMITTEE

- Composition
  - A. Howlette (Chair)
  - M. Blanco
  - V. Chavis
  - K. Givens
  - S. Guidry Hilaire
  - K. Liederman
  - K. Mehok
  - J. Mitchell
  - M. Nicoll
  - D. Toups
  - R. Wilcox
  - A. Williamson

FAMILY ENGAGEMENT SUBCOMMITTEE

- Next Meeting Date
  - March 14, 2023
  - 10-11 a.m.
  - Location: Agenda for Children
- Tasks
  - Develop plan outlining meaningful ways to engage and represent the voices of the children and families served by publicly-funded early care and education programs in Orleans Parish (by May 10, 2023 meeting).
  - Develop plan to collect input from families on NOEEN-related activities (by May 10, 2023).
  - Synthesize input and share relevant recommendations to the Steering Committee (by Fall 2023 or at May 10, 2023 meeting).

FAMILY ENGAGEMENT SUBCOMMITTEE

- Updates
  - Subcommittee discussed its charge in the first meeting and decided to meet in March
  - Collecting existing family engagement data/information related to family engagement in the ECE system
    - Send jack.shaevitz@nola.gov any additional data/reports
  - Subcommittee will analyze gaps in data and explore ways to institutionalize family engagement in the NOEEN structure

VII. WORKING GROUP REPORTS

SPECIAL AWARD

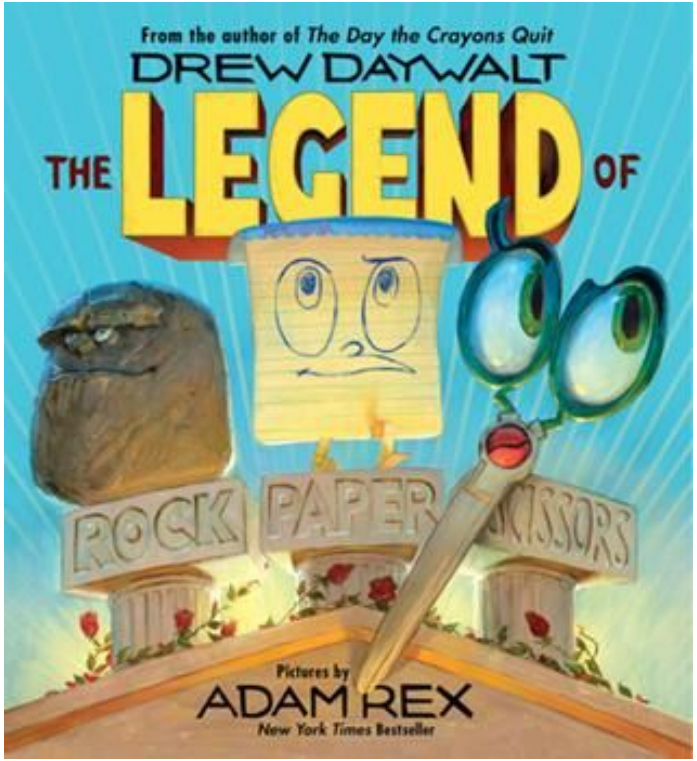
EXIT
STANDING OUT

EXIT

ROCK, PAPER, SCISSORS AWARD

Kristi Givens

2022 Champion



STRATEGIC PLANNING WORKING GROUP REPORT

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

Strategic Planning Process & Timeline

Months	September 2022	October 2022	November 2022	December 2022	January 2023	March 2023
Key Activities	Launch Working Group	Plan for Data Collection & Review Crosswalk	Review of SWOT Analysis, Retreat Design Prep	Strategic Planning Retreat	Review Draft Plan and Begin Ground-truthing	Finalize Plan for Steering Committee Approval
Deliverables	Working Group, Non-negotiables, Stakeholder Grid	Crosswalk of existing plans, plans for ~30 interviews, focus groups, survey	Completed SWOT Analysis	Outline of Draft Plan	Ground-truthing Plan	Final Written Plan for Adoption
Committee Meeting Dates	Thu., 9/22/22 12:30 – 2 pm	Thu., 10/27/22 12:30 – 2 pm	Mon., 11/14/22 12:00 – 2 pm	Wed., 12/7/22 8:30 am – 4 pm	Tue., 1/10/23 11 am - 12:30 pm	Thu., 3/2/23 12 – 1:30 pm

ResourceFull Consulting

NOEEN's Mission

To ensure an excellent start for every child in New Orleans by strengthening early childhood education and providing families access to high-quality early learning programs that help them realize their dreams for their children.

ResourceFull Consulting

Clarifying NOEEN's Strategic Focus

1. **B-5:** While NOEEN was originally envisioned as focusing on early education from birth through age eight, given its responsibilities for the early learning system, NOEEN will focus on children from birth to age five, including the transition to kindergarten.

2. **Publicly-Funded:** NOEEN is charged with expanding access to high-quality early learning for all children with a priority focus on the publicly-funded aspects of the early learning system in Orleans Parish that will expand over time to address and support a comprehensive system that includes all children and all programs, including those that are privately funded.

3. **Networks & Partnerships:** Over the past five years, interest and engagement in early care and education has increased. With numerous other organizations and collaboratives engaged in various aspects of New Orleans' early learning system, NOEEN seeks to accomplish its goals through collaboration and coordinated partnerships.

4. **Quality Improvement:** While much of NOEEN's focus has been on expanding access to early care and education over the past several years, NOEEN will focus its efforts on expanding quality and ensuring sustainability while maintaining recent gains in access.

ResourceFull Consulting

NOEEN's 5 Strategic Priorities, 2023-27

1. **Workforce**: A high-quality, highly compensated workforce with continuous career advancement opportunities
2. **Funding**: Increased and more sustainable and equitable funding that addresses immediate needs and long-term system needs
3. **Coordination**: Comprehensive and coordinated services and supports for families with young children
4. **Policy**: An informed and engaged community with a strong and diverse coalition for policy advocacy
5. **Quality**: Supports to improve and sustain quality and inclusive programs that meet all children's developmental needs

ResourceFull Consulting

Groundtruthing Plan

To garner additional feedback and continue to refine the plan, the Working Group will work with ResourceFull Consulting to share a draft of the written plan (through slide 26) via email and/or meeting presentation with an associated Google survey asking for feedback as follows:

1. **NOEEN Steering Committee** – Approval of Plan (through slide 26) at March 8th meeting
2. **Detailed Review by Lead Agencies** to flesh out Work Plan - by March 31st
3. **Stakeholders interviewed and named partners** – by April 30th
4. **Focus group(s) with parents and families** – by April 30th
5. **Other presentations with key stakeholders** – Ongoing
6. **Final NOEEN Steering Committee Review** of Detailed Plan – May 10th

ResourceFull Consulting

VOTE ON STRATEGIC PLAN APPROVAL

- Motion is to approve Part 1 of the proposed NOEEN Strategic Plan.
  - Discussion
  - Public Comment
  - Vote

WORKFORCE TASK FORCE REPORT

WORKFORCE TASK FORCE

- Agenda for Children in its capacity as the Orleans Parish Ready Start Network convened the Orleans Parish Early Care + Education Workforce Task Force which met eight times from June 2022 - March 2023.
- Comprised 30+ local and state partners from 20+ organizations.
- Aspiration
  - increase number of early educators and the health of the local early care and education workforce ecosystem given increased capacity due to the millage
- Scope of Work
  - increase alignment between early care and education workforce partners and players and reduce duplication of workforce-related efforts

WORKFORCE TASK FORCE

- Goals
  - define what the term "workforce" is and means for the local early care and education sector and the components that comprise it
  - identify local and state efforts related to improving the early childhood educator ecosystem
  - identify constraints and challenges and generate programmatic and systemic solutions
  - identify and clarify roles and responsibilities for the organizations involved in this work and the necessary timelines
- Deliverable
  - generate a playbook for moving important aspects of workforce development forward

WORKFORCE TASK FORCE

- Playbook was finalized at March 1, 2023 meeting.
- Playbook contains 22 strategies across 3 areas of focus.
  - Preparation + Pathways
  - Retention + Recruitment
  - Compensation (Pay + Benefits)
- Need to monitor and support progress of strategies.

WORKFORCE TASK FORCE

- T. French called for a new NOEEN working group to be known as the Workforce Task Force.
- Goal is to continue the work of the Orleans Parish Early Care + Education Workforce Task Force and to share regular updates on progress of strategies with Steering Committee.
- Working group overview document shared with Steering Committee members.
- Deadline for participation response is Friday, March 10.

VIII. MEMBERSHIP UPDATE

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

STEERING COMMITTEE MEMBERS

MEMBER	ENTITY REPRESENTED
Jen Roberts	NOEEN Board of Directors
VACANT	New Orleans City Council
Asya Howlette	City of New Orleans Mayor's Office
Dr. Fateama Fulmore	NOLA Public Schools (NOLA-PS)
Anna Williamson	Orleans Parish Child Care Resource & Referral Agency
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Thelma French	Early Care & Education Community (At Large)
Dr. Maureen Nicol	Early Care & Education Parent/Caregiver (At Large)
Stacey Barquet	Early Care & Education Parent/Caregiver (At Large)
Melanie Richardson	Family Child Care Providers (At Large)

MEMBERSHIP UPDATES

Vacancies

- New Orleans City Council
  - Nomination today.
- Louisiana Department of Health EarlySteps System Point of Entry
  - Region 1 and 10 Coordinator position is currently vacant.
  - Discussion of SPOE vs. “special needs support organization.”

NEW ORLEANS CITY COUNCIL NOMINATION

Sheraé Hunter
Director of Community Outreach and Special Projects,
Office of City Councilmember Helena Moreno

Sheraé Hunter is the Director of Community Outreach and Special Projects for New Orleans City Councilmember Helena Moreno. A graduate of Dillard University, Sheraé began her career in the office of former United State Senator Mary Landrieu. She then went on to work for former Mayor Mitchell J. Landrieu before going to work for the City Council.

ACTION ITEM: NEW STEERING COMMITTEE MEMBER NOMINATION

- Discussion
- Public Comment
- Vote
  - Motion is to approve the nomination of **Sheraé Hunter** to the **New Orleans City Council** seat on the NOEEN Steering Committee.

UPCOMING NOEEN STEERING COMMITTEE MEETING DATES

The next NOEEN Steering Committee meeting is **May 10, 2023**.

2022-2023 NOEEN Steering Committee Meetings (11:30 a.m. to 1:30 p.m.)

- ~~August 24, 2022~~
- ~~September 15, 2022~~
- ~~October 12, 2022~~
- ~~November 9, 2022~~
- ~~January 18, 2023*~~ ~~*Family Engagement Subcommittee Meeting (10-11 a.m.)~~
- ~~March 8, 2023*~~ ~~*Coordinated Enrollment & Coordinated Funding Request Subcommittee Meeting (10-11 a.m.)~~
- March 14, 2023 Family Engagement Subcommittee Meeting ONLY (10-11 a.m.)
- May 10, 2023* *Executive Subcommittee Meeting (10-11 a.m.)

IX. ADJOURNMENT