NEW ORLEANS EARLY EDUCATION NETWORK (NOEEN) STEERING COMMITTEE MEETING

August 23, 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
Stacey Barquet	Early Care & Education Parent/Caregiver (At Large)
Maria Blanco	Early Head Start
Vanessa Chavis	Nonpublic School Early Childhood Development Program (NSECD)
Tomorow Fondal	Louisiana Department of Health EarlySteps System Point of Entry
Thelma French	Early Care & Education Community (At Large)
Dr. Fateama Fulmore	NOLA Public Schools (NOLA-PS)
Dr. Shayla Guidry Hilaire	NOLA Public Schools (NOLA-PS) Exceptional Children Services (Child Find)
Asya Howlette	City of New Orleans Mayor's Office
Sheraé Hunter	New Orleans City Council
Rebecca Latham	Orleans Parish Lead Agency
Dr. Keith Liederman	Head Start
Kate Mehok	Cecil J. Picard LA 4 Early Childhood Program (LA 4)
Joy Mitchell	Child Care Assistance Program (CCAP)
Melanie Richardson	Family Child Care Providers (At Large)
Jen Roberts	NOEEN Board of Directors
Derrick Toups	Orleans Parish Ready Start Network
Rochelle Wilcox	City Seats
Anna Williamson	Orleans Parish Child Care Resource & Referral Agency
VACANT	**Louisiana Early Childhood Education Fund**
VACANT	**Early Care & Education Parent/Caregiver (At Large)**

III. ADOPTION OF PREVIOUS MINUTES

ADOPTION OF PREVIOUS MINUTES

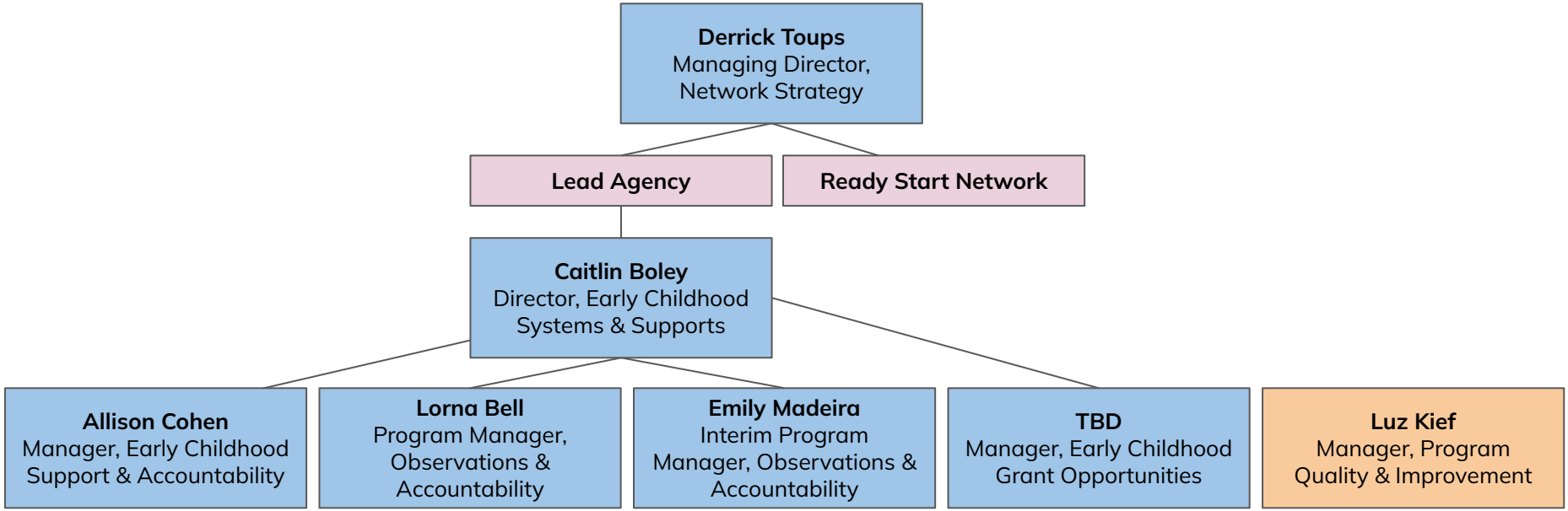
Motion is to adopt the minutes from July 26 Steering Committee Meeting and August 21 Coordinated Enrollment Subcommittee Meeting.

- Discussion
- Public Comment
- Vote

IV. COMMUNITY NETWORK UPDATES + CONSIDERATIONS

COMMUNITY NETWORK LEAD AGENCY (CNLA) UPDATES

CNLA UPDATES: TEAM STRUCTURE



CNLA UPDATES: TEAM STRUCTURE

- **Current Team Structure**
  - **Managing Director, Network Strategy - Derrick Toups**
    - State/local policy, decisions, network improvements
  - **Director, Early Childhood Systems & Support - Caitlin Boley**
    - Lead agency requirements, network compliance and improvements, grants management
  - **Manager, Early Childhood Support & Accountability - Allison Cohen**
    - Lead agency requirements, network compliance
  - **Program Manager, Observations & Accountability - Lorna Bell**
    - Daily CLASS operations
  - **Interim Program Manager, Observations & Accountability - Emily Madeira**
    - Daily CLASS operations and improvements
  - **Manager, Program Quality & Improvement - Luz Kief**
    - CLASS content and trainings
  - **NEW! Manager, Early Childhood Grant Opportunities - TBD**
    - Daily grant operations

CNLA UPDATES: COORDINATED OBSERVATIONS (CLASS)

- **WHAT?**
  - According to Louisiana Bulletin 140, lead agencies are required to coordinate and conduct local CLASS observations for all early childhood classrooms with publicly-funded seats within their networks.
- **WHY?**
  - Eligibility for allocations of seats, tax credits, bonus payments
  - Scores are used to determine program quality for Performance Profiles, in addition to providing valuable feedback and ensuring lead agency presence at network sites
  - Scores used to determine professional development for network sites
- **WHEN?**
  - NOEEN: Once per semester per classroom
  - Picard (third party): At least 50% of the classrooms at each center each year, and at least one per age level (Pre-K, Toddler, Infant)

CNLA UPDATES: COORDINATED OBSERVATIONS (CLASS)

- **Timeline**
  - **August**: Protocol Released for Programmatic Year
  - **Fall**: September - December Observations Conducted; LDOE Due Date December 15
  - **Spring**: January/February - May Observations Conducted; LDOE Due Date May 15
- **Snapshot**
  - 169 Sites to be observed
  - Observations to be conducted for 605 rooms
  - 17 Observers
  - Projected Start Date: August 28, 2023
  - Projected End Date: Week of December 4th

CNLA UPDATES: COORDINATED OBSERVATIONS (CLASS)

- **Discussion Question:**
  - What support are providers looking for to help navigate the new Pre-K-3rd tool?
    - NOEEN has hosted 2 Observer 2nd Edition Walkthroughs for all self-observing sites
    - NOEEN has hosted 4 Educator 2nd Edition Overviews to date, and has 2 more scheduled
    - NOEEN is launching a web page where folks can find resources and PD

CNLA UPDATES: DATA CERTIFICATION

- **WHAT?**
  - Confirmation of important metrics (ex. teacher qualifications, curriculum used in classroom, assessment) as of October 1
- **WHY?**
  - Data used to create performance profiles in Schoolfinder – the unified statewide early childhood quality rating and improvement system by which families can learn more about publicly-funded sites
- **WHERE?**
  - Data collected through NOEEN CLASS Scheduler, then transferred to the EC Portal as required by the LDOE
- **WHEN?**
  - Initial metrics gathered alongside classroom configurations in the fall
  - Outstanding/missing data collected as needed
  - Final draft of data confirmed in July/August

CNLA UPDATES: DATA CERTIFICATION

- **Snapshot:**
  - Completed confirmation of 2022-2023 Performance Profile metrics for 158 sites as of August 18, 2023
  - Performance profile metrics for the 2023-2024 school year have been collected alongside CLASS observation required data for Fall 2023

CNLA UPDATES: TS GOLD

- **WHAT?** Teaching Strategies GOLD is an authentic, ongoing observational system for assessing children from birth through kindergarten at early childhood sites. Ongoing assessments are confirmed by checkpoints. All assessments of publicly-funded students must be finalized by the checkpoint dates.
- **WHEN?** All assessments of publicly-funded students must be finalized by the checkpoint dates. Checkpoints occur three times annually: October 31, February 28, and May 31
- **WHY?** Ensures that all publicly-funded students are receiving assessments as required by the LDOE. Completion of these assessments is a requirement for providers for receiving public funding.
    - LDOE GOAL (Spring) - 90% of Network Sites are expected to be at 100% completion

CNLA UPDATES: TS GOLD

- **Snapshot:**
  - One GOLD-specific office hours session held to date
  - One additional GOLD-specific office hours session to be held in advance of the deadline, in addition to our regular ongoing NOEEN office hours
  - Additional updates on onboarding process and historical data in September

CNLA UPDATES: ADDITIONAL EVENTS

NOEEN Convening

- **Why**: Network quarterly meetings required by LDOE
- **When**: 1-3 p.m. on Tuesday, September 12, 2023
- **Where**: East New Orleans Regional Library (5641 Read Blvd.)
- **What**: Reviewing enrollment, CLASS observations, Child Count, funding sources, ECHO opportunities, wage enhancement, capacity and quality-building initiatives; Panel on educator recruitment and retention; Distribution of surplus supplies (such as ASQ kits)

COORDINATED ENROLLMENT UPDATES

NUMBER OF EARLY CHILDHOOD APPLICANTS AS OF AUGUST 22, 2023

Grade	Total Apps	In Progress*	Needs Review**	Verified
INF	951	574	109	268
1 Year	1,514	761	150	603
2 Year	1,694	835	211	648
PK3	2,223	1,094	287	842
PK4	3,347	1,162	225	1,960
Totals	9,729	4,426***	982	4,321

**App never submitted or missing documents. NOLA-PS waiting on family to (re)submit.*
***Applicant in submitted status are waiting on NOLA-PS review.*
****2,106 with no schools selected on application.*

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

SEAT ALLOCATIONS AS OF AUGUST 22, 2023 ACCORDING TO SALESFORCE

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
City Seats & B-3 Bridge	1,030[A]	92%	138	31	199	12	297	17	396	22		
ECEF	710[B]	-	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD		
B-3	***	-	TBD	TBD	TBD	TBD	TBD	TBD	TBD	TBD		
EHS	701	88%	71	26	272	47	334	16				
HS	1,035	80%							547	136	488	78
NSECD	395[C]	90%							75	2	320	38
LA4	1,306[D]	88%									1,306	163
Totals	4,467	87%	209	57	471	59	631	33	1,018	160	2,114	279
Total Active	3,879		73%		87%		95%		84%		87%	

[A] *36 seats are allocated to sites that are pending licensure (one due to fire).*
[B] *Seats have not yet been allocated to sites.*
*** *Pending LDOE allocations to Orleans Parish.*
[C] *Classroom closures.*
[D] *Sites with 10/1 target adjustments to balance tuition/LA4 demand.*

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

SEAT ALLOCATIONS SUMMARY OF DATA FROM 8/22/2023

City Seats	• INF - 2 sites with more open seats (8) than students on WL
	  ○ 194 unique students on waitlists
	• 1YR - All sites have longer waitlists than open seats
	  ○ 438 unique students on waitlists
	• 2YR - All sites have longer waitlists than open seats
	  ○ 467 unique students on waitlists
	• 3YR- All sites have longer waitlists than open seats
	  ○ 511 unique students on waitlists

NSECD	• 96% full if all offers accepted this week • 66% of available seats are concentrated at 2 sites • 579 unique students waitlisted
LA4	• 94% full if all offers are accepted this week • 125 open seats at 13 sites with no waitlist or a shorter waitlist than available seats ○ 70% of these open seats are concentrated in 5 schools • 487 unique students waitlisted
EHS/HS	• INF - 38 unique students waitlisted; 1YR - 155 students; 2YR - 159 students • PK3 - 93 unique students waitlisted; PK4 - 36 students

SEAT ALLOCATIONS & UPDATED PROCESSES TO FILL SEATS

Ensuring seats are full, where the demand exists, requires real-time updated capacity information in Avela (where offers are made and seats are accepted/declined). To have real time capacity data in Avela means all continuing students must have their accepted placements in the Avela system.

Work to enter these continuing students, who did not initially complete an Avela application, started last week as part of the verification work for State Match funds. To expedite this work, we expect a new feature to be available next week that will allow NOLA-PS to bulk import continuing students and their placements in to Avela.

Once all continuing students are in Avela, NOLA-PS will update our process for discharges in Avela, so capacity information can be up to date in real time in this system. This will allow us to fill seats as they become available, where demand exists.

2024-25 EARLY CHILDHOOD ENROLLMENT DRAFT TIMELINE

January 2024	February 2024	March 2024	April 2024	May 2024
• Family Application Support Sessions • (1/3) Early Childhood Main Round Application Opens • EC Eligibility Verification (ongoing)	• Family Application Support Sessions • EC Eligibility Verification • Match Data Preparations Begin • (2/21) EC Main Round Application Closes	• Documents reviewed for all main round applicants (3/21 deadline) • Application remains open for open enrollment & verification work continues (open enrollment applicants not eligible for match participation)	• (4/10) BESE Seat Allocations finalized • Preliminary Rosters Shared • (4/29) Main Round Placement Results Released & Initial Waitlists are generated from MR applicants	• All applicants verified post main round added to WL • (5/6) Deadline to accept/decline Main Round Placement Offer • (5/7) Bulk WL offers begin • Ongoing student registration

PUBLICLY-FUNDED SEATS

CITY SEATS - UPDATE

- 1,000 seats allocated (1,054 including B-3 bridge seats)
- Up to 400 students will be dually-enrolled with ECEF seats for augmented rates if eligible
  - Infants/Toddlers = $12,000 (millage) + $13,000 (ECEF) = $25,000
  - Threes = $12,000 (millage) + $3,000 (ECEF) = $15,000

EARLY CHILDHOOD EDUCATION FUND

- On June 13, BESE approved a $21.4M allocation from the Early Childhood Education Fund to Orleans Parish for July 1, 2023 through June 30, 2024.
- This constitutes a **full dollar-for-dollar match** which totals over $42M. By dollar amount, this is the 14th largest local investment in early care and education in the country and the fourth largest relative to population size, according to Children's Funding Project data.
- ECEF dollars flow through Agenda for Children as Ready Start Network. The plan is to serve up to 710 children, and Agenda will equitably allocate seats, taking into account NOEEN allocation priorities, site capacity, City Seats vacancies, and verification status.
- Planning document was submitted July 21, 2023 (deadline). Budget approved by LDOE staff on August 2, 2023. Budget is still awaiting final approval in eGMS to spend funds.
- Before placing children in ECEF seats, Agenda working with NOLA-PS to verify all children with completed enrollment applications to determine eligibility.

B-3

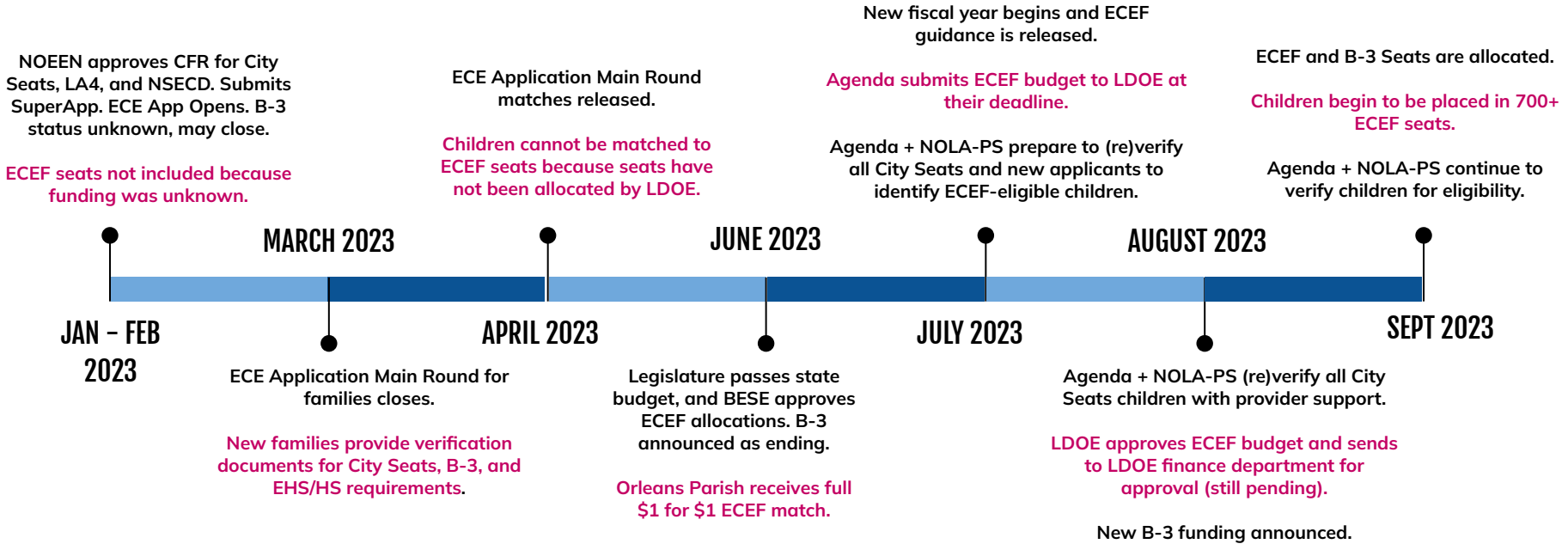
- On June 30, 2023, LDOE announced the end of the three-year B-3 pilot.
- On August 8, 2023, LDOE announced that B-3 is returning with 0-3 seats being funded through the State General Fund.
- Today, August 23, 2023, BESE will vote on B-3 allocations which were passed favorably in Committee yesterday. The Orleans Parish allocation has not yet been officially communicated, but we expect to receive an additional allocation of roughly $2.8M which will be added to the 54 B-3 Bridge Funding seats. Details are forthcoming.

B-3

- The LDOE allocations are based on the requested seats from CNLAs that were submitted in January 2023 via SuperApp. The 23-24 allocation is projected to fund half the academic year and is based on each age group, inclusive of an estimated CCAP bonus. The annual calculation is based on the following rates:
  - **Infants** = $18,940
  - **Toddlers** = $11,700
  - **Three Year Olds** = $10,670
- We expect B-3 requests and reimbursements to be similar to LA4 and B-3 eligibility requirements to be similar to CCAP (means they may also change the eligibility for the B-3 Bridge Funding seats originally allocated).
- We do not know if these are requirements or suggestions at this time so do not know if we will use these rates or match City Seats rates, as we did with B-3 Bridge funds. Details forthcoming.

	City Seats**	State Match (Early Childhood Education Fund)	B-3
Residency	Orleans Parish Resident	Orleans Parish Resident* **This is determined by NOEEN since state regulations permit enrollment of children living in any parish.*	TBD
Age	Younger than age four as of September 30 of the year of enrollment.	Younger than age four as of September 30 of the year of enrollment.	TBD
Income	Families must earn less than **200% of the Federal Poverty Level** at the time of application *$49,716 annually for a family of three* ***281 students who were transitioned from B-3 due to elimination of B-3 funding for the SY23-24 were permitted to waive these requirements as long as they met state B-3 requirements.*	Families must earn less than **85% of the State Median Income** at the time of application *$59,592 annually for a family of three*	TBD
Work or Training	N/A *Many parents are unable to work or enroll in higher education until they secure child care. Independent evaluations have consistently demonstrated that a majority of parents whose children are enrolled in the program are working and/or in school.*	All parents/caregivers in the household must work at least 20 hours per week or be enrolled in school full-time (at least 12 credit hours), or engaged in a combination of school (if less than 12 credit hours) and work (at least 10 hours). Parents may qualify by actively looking for work, though they need to prove they meet traditional work requirements in subsequent years. Parents of children who have special needs have slightly lower work requirements.	TBD

ECEF ACCESS TIMELINE



ECEF + B-3 VERIFICATION SEAT ALLOCATIONS

- Seats funded by the ECEF (and likely B-3) have more stringent eligibility and verification requirements than City Seats (equivalent to CCAP).
- In order to comply with state requirements and monitoring for City Seats, ECEF, and B-3 Agenda for Children and NOLA Public Schools must collect and (re)verify eligibility documents for **all currently-placed and prospective City Seats, ECEF, and B-3 children.**
- We preempted this by partnering with current City Seat centers to re-verify current (rising) 450 students to submit applications in Avela by this Friday, August 25 to assess eligibility for other programs.
- As of today, Wednesday, August 23, **234** of **450** returning City Seats children (52%) among the 32 sites with returning children have completed or in progress applications in Avela.

ANTICIPATED NEXT STEPS + TARGET DATES – UNCONFIRMED

1) **NO later than September 8:** Finalize reviewing eligibility for ALL children against new requirements for City Seats, ECEF, and B-3 (TBD) seats.
2) **Rolling basis:** Begin collecting additional documentation for potentially eligible students (e.g. sibling birth certificates)
3) **By September 15:** Identify and "convert" up to 400 seats for eligible children at current City Seats sites to augmented rate (City Seats + ECEF)
    a) Estimated ~4 per site across ages but TBD
    b) Enhanced tuition payments would (likely) begin no later than **October 1 but *TBD on verification status, eligibility checks, and number of eligible children in other fund sources***
4) **By September 21:** Finalize allocations of 710 ECEF and B-3 Seats to providers using CFR and priorities named by NOEEN SC (see next slide)
5) **By September 28:** Update targets in Avela/SalesForce
6) **By September 28:** Announce new seats and help families apply

IMPORTANT SEAT ALLOCATION INFORMATION

- Centers will not be eligible for additional ECEF seats allocations **until their City Seats are filled.**
- **No children are to be displaced to take advantage of publicly-funded seats. Any violations will result in ineligibility for participation in Coordinated Funding Requests and publicly-funded seats.**
- If centers suspect they have children and/or ECE teachers who are private pay who may be eligible for free seats – any kind – we strongly encourage them to apply for a free seat **NOW** to get on a waitlist.
- Program year may be extended until July 30 for City Seats and ECEF programs. We are working to identify funding sources.
    - Note: Agenda cannot update MOUs until all currently enrolled children have been re-verified and matched to an appropriate seat at these new rates, new seats have been allocated to centers by age(s) and new rates, and budgets have been re-balanced to project for for the ages/rates of anticipated rising students.
    - **Target date for knowing this is no later than November 1.**

SEAT ALLOCATION DISCUSSION

- What priorities should be considered by Agenda and team when making ECEF and B-3 seat allocations for the current program year?

ECEF OBSTACLES

- Ongoing misalignment between State and local Network calendars, deadlines, and timelines
- Inconsistent administrative requirements
- Unpredictable funding and mandatory annual allocation ratios
- Burdensome eligibility requirements for families
- Absent administrative and programmatic strategy between ECEF and other State funding streams

READY START NETWORK + MILLAGE CAPACITY BUILDING

READY START NETWORK + MILLAGE CAPACITY BUILDING UPDATES

Ready Start Network and millage update categories will now reflect NOEEN Strategic Plan priorities.

Millage Priorities
Workforce
Expansion
Enrollment
Accountability
Wraparound Supports

NOEEN Strategic Plan Priorities
High-Quality Workforce
Sustainable and Equitable Funding
Comprehensive and Coordinated Services
Informed and Engaged Community
Quality and Inclusive Programs

HIGH-QUALITY WORKFORCE

- **$2.4M City Wage Enhancement**
  - Up to $2,250 (up to three payments of $750) to Orleans Parish Type III lead and assistant teachers, teacher aides, and floaters who work at least 30 hours per week
  - Employment will be verified and payments disbursed through three windows
  - Site leaders will upload proof of identification (initial) and paystubs (one per month)

Payment Date	Must have worked an average of 30 hours per week between:
December 15, 2023	September 1 - November 30, 2023
March 15, 2024	December 1, 2023 - February 28, 2024
June 15, 2024	March 1 - May 28, 2024

HIGH-QUALITY WORKFORCE

- **Early Educator Recruitment Media Campaign**
  - Digital and print media placements to appear Fall 2023 and Spring 2024
  - First look of recruitment video
- **Additional updates as part of Workforce Task Force**

SUSTAINABLE + EQUITABLE FUNDING

- **Deftly leverage ECEF and B-3 and braid with local millage dollars.**
- **Advocacy for sustainability of ECEF funding.**
- **Early Educator Investment Collaborative Grant**
  - Louisiana awarded three-year $4M “Innovate Financial Systems to Build Capacity for Increased Sustainable Early Educator Compensation” grant.
  - Implementation team comprised of Governor’s Office, BESE, Board of Regents, City of New Orleans Mayor’s Office of Youth and Families, LPIC, Point Coupée Early Childhood Coalition Agenda for Children, LAAEYC, 4PXP, Children’s Coalition for Northeast Louisiana.
    - Goal 1: Build the infrastructure needed to support sustainable increases in early educator compensation.
    - Goal 2: Implement demonstration projects in key local communities that can be scaled across the state.
    - Goal 3: Advance statewide policies to improve early educator compensation.

COMPREHENSIVE + COORDINATED SERVICES

- Agenda to hire an **Early Childhood Navigator** with state funding in order to support families in the navigation of CCAP verification, early childhood program eligibility, and community resources.
- Facilities Intake Funding

QUALITY + INCLUSIVE PROGRAMS

- **Wraparound Services Support (as of July 1, 2023)**
  - **Children's Hospital ThriveKids:** Provided individual training to providers and teachers for children with medical/disability support, providing attendance support to families who attendance falls below 60% and provide medical support to centers in reference to COVID and medical trends.
  - **Tulane School of Social Work:** Providing Parent Café connection to build community among parents using the café model. Topics vary from Emergency Preparedness, Health Matters and Money Management.
  - **T-MCH/TIKES:** Providing child-centered consultation to parents/caregivers/families regarding development concerns, challenging behaviors, exposure to trauma/loss. Provide support to early childhood teachers, staff and directors regarding mental health and wellbeing in young children.
  - **TrainingGrounds:** Providing hands-on professional development (Brain Architecture) workshops to City Seats Administrators and Teachers.
  - **HEAL:** Providing Hearing and Vision screenings
  - **Agenda for Children:** Providing coaching and professional development to sites

INFORMED + ENGAGED COMMUNITY

- **Power Coalition for Equity and Justice**
  - Partnership with PCEJ to canvas neighborhoods and socialize millage updates with voters and families. PCEJ to present at September 21 NOEEN Steering Committee meeting.

V. SUBCOMMITTEE + WORKING GROUP REPORTS

EXECUTIVE SUBCOMMITTEE

MEMBERSHIP UPDATES – VACANCIES

- **Early Care & Education Parent/Caregiver (At Large)**
  - *This member represents the children, families, and caregivers of the Orleans Parish early care and education sector at large and must be a parent, caregiver, or family member of a child currently enrolled in a publicly-funded early childhood program in Orleans Parish.*
- **Louisiana Early Childhood Education Fund**
  - *This member represents a community member who advocates for the increased investment in early childhood education through the Louisiana Early Childhood Education Fund and/or is a provider or program partner involved with the administration of seats or services for children enrolled in an early childhood seat funded by the Louisiana Early Childhood Education Fund, also known as the "ECE Fund" or "state match."*

COORDINATED ENROLLMENT SUBCOMMITTEE

AUGUST ENROLLMENT SUBCOMMITTEE MEETING

- The Enrollment Subcommittee met on Monday, August 21 to discuss the draft CFR application questions & updated timeline of actions.
- CFR application draft will be shared at the September Steering Committee meeting.

UPDATED CFR TIMELINE

Date	Activity
July	Purchase new Foundant RFP software
August	Enrollment POC office hours to provide CFR process and content feedback; Foundant information transfer from current application system (~5 weeks)
August 21	Draft of application questions shared with Enrollment Subcommittee for feedback
September 7-14	Load final CFR content to Foundant and Test application
September 13	Enrollment Subcommittee meeting to test draft application in Foundant
September 20	Steering Committee reviews CFR process/content
September 26 (11am Zoom)	Centers/School Users and Evaluation Team trained on new software
October 5	Launch application
October 9 - November 15	Application review and scoring; conduct site visits (new sites only)
October 11	CFR Office Hours
November 6	Close application
November 7-30	Evaluation team provide allocation recommendations for Enrollment Subcommittee review and finalization before Steering Committee vote
December 6	Final recommendations due to Steering Committee

FUTURE MEETINGS

Date	Time & Venue	Discussion Topics
September 11	9-11 a.m. @ Wilcox SUNO	Early Childhood application feedback to inform updates to the 2024-2025 SY EC Application (all are welcome to join)
September 13	9-11 a.m. @ NOLA-PS	CFR & enrollment framework feedback, including discussion about match and post match priorities for the 24-25 SY

FAMILY ENGAGEMENT SUBCOMMITTEE

FAMILY ENGAGEMENT SUBCOMMITTEE

- For Providers By Providers are supporting with collecting family contact info.
  - For additional family groups please share a spreadsheet with **asya.howlette@nola.gov**
- Survey format
  - Survey released after NOEEN meeting and updates presented at the following meeting
  - Summary of headlines from NOEEN meeting
  - What information does this group want to gather from families?
- Next Steps
  - Collect contact info for parent groups.
  - Send survey from this meeting

WORKFORCE TASK FORCE

ORLEANS PARISH WORKFORCE TASK FORCE PLAYBOOK

- As of August 2023:
  - **2** of 22 strategies complete
  - **15** of 22 strategies in progress
  - **5** of 22 strategies not yet begun

PREPARATION + PATHWAYS

1. **COMPLETE** Clearly define the various roles in the early care and education sector and the paths between them by creating an Early Educator Pathways Tool.
    - ***YouthForce NOLA created Early Educator Pathways Tool.***
2. **IN PROGRESS** Better leverage existing funding streams to expand educator preparation opportunities for high school students.
    - ***Board of Regents + Elite Teachers Pilot @ Rooted Schools***
3. **IN PROGRESS** Better leverage existing funding streams and identify new funding streams to expand educator preparation opportunities for those not currently working in the sector.
    - ***Millage dollars allocated to support this. Agenda exploring.***
4. **IN PROGRESS** Remove barriers to continuing education and professional development.
    - ***Millage dollars allocated to support this. Agenda exploring.***
5. **IN PROGRESS** Increase mentorship opportunities for early childhood educators currently in the sector.
    - ***Millage dollars allocated to support this. Agenda exploring.***
6. **IN PROGRESS** Remove barriers to credit matriculation in higher education by developing stackable credentials.
    - ***Board of Regents actively working on this. Agenda exploring additional local partnership.***
7. **IN PROGRESS** Introduce an accessible Bachelor's degree program focused on working teachers into the local ecosystem.
    - ***Opportunities at REACH University. Exploring options at SUNO.***

RETENTION + RECRUITMENT

8. **IN PROGRESS** Develop retention and recruitment strategies specific to various communities of interest.
    - ***Beloved Community to conduct listening sessions.***
9. **IN PROGRESS** Distribute $3M+ of earmarked funding to current educators through retention bonuses and pilots.
    - ***Wage enhancement infrastructure to be announced by September***
10. **IN PROGRESS** Improve the public perception of the early care and education sector through a media campaign.
    - ***Media campaign launching this fall.***
11. **COMPLETE** Create a "one-stop shop" for interested applicants to apply for early educator positions.
    - ***Early Childhood now part of New Orleans Teacher Job Board***
12. **IN PROGRESS** Advocate for policies that provide sustainable and increased funding to increase educator salaries and benefits.
    - ***State match and City Seats to provide increase in wages. Advocacy to LDOE through LPIC and Agenda.***
13. **IN PROGRESS** Increase infrastructure for leadership and middle management support and supervision.
    - ***Agenda New Leader Fellowship and 4PXP opportunities.***
14. **NOT YET STARTED** Create infrastructure for paid fellowships, internships, and apprenticeships, inclusive of two-generation strategies.
15. **NOT YET STARTED** Embed internships or observations in early care and education programs into child- or pediatric-focused professional training programs, such as medical or dental schools.

COMPENSATION (PAY + BENEFITS)

16. **IN PROGRESS** Distribute $3M+ of earmarked funding to current educators through retention bonuses and pilots.
    - ***Wage enhancement infrastructure to be announced by September***
17. **NOT YET STARTED** Map the local benefits landscape and prioritize a hierarchy of benefits for local educators.
18. **IN PROGRESS** Fully leverage School Readiness Tax Credits among early childhood educators and directors as a mechanism to increase salaries.
    - ***SRTC to be paired with wage enhancement opportunity***
19. **NOT YET STARTED** Identify sustainable infrastructure for offering shared services for most in-demand benefits.
20. **NOT YET STARTED** Advocate for local policies that provide sustainable and increased funding to increase educator salaries and benefits.
21. **IN PROGRESS** Advocate for state and federal policies that provide sustainable and increased funding to increase educator salaries and benefits.
    - ***LPIC Wage Scale. Louisiana Early Educator Investment Collaborative Grant.***
22. **IN PROGRESS** Increase awareness and education on the value of benefits to the sector.
    - ***General awareness video as part of early educator recruitment media campaign***

VI. OPEN FORUM

FUTURE MEETINGS

FUTURE MEETINGS

Date	Time	Venue
September 20	9-11 a.m.	Clover **Center tour to follow.*
October 18	9-11 a.m.	Joe W. Brown Park Recreation Center
November 15	4-6 p.m.	Wilcox Academy at Southern University at New Orleans **Center tour to follow.*
December 6	9-11 a.m.	NOLA-PS

VII. ADJOURNMENT