NEW ORLEANS EARLY EDUCATION NETWORK (NOEEN) STEERING COMMITTEE MEETING

October 18, 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 September 20 Steering Committee Meeting and October 16 Enrollment Subcommittee Meeting.

- Discussion
- Public Comment
- Vote

IV. COMMUNITY NETWORK UPDATES + CONSIDERATIONS

COMMUNITY NETWORK LEAD AGENCY (CNLA) UPDATES

CNLA UPDATES: COORDINATED OBSERVATIONS (CLASS)

- As a reminder, CLASS is the coordinated observation tool used to measure the quality of teacher-child interactions statewide for early childhood.
- Network-level protocol provided to the LDOE on September 28
- Quality measures
  - Double coded observations, reviewing third party reliability, advanced calibration data, and reviewing debriefing forms
- Monthly CLASS Support Series (Virtual)
  - Topics determined by network feedback and CLASS data
    - 10/23: Infant Teachers, Early Language Support, 12-1:30 p.m.
    - 10/24: Toddler Teachers, Quality of Feedback, 12-1:30 p.m.
    - 10/25: Pre-K Teachers, Concept Development, 12-1:30 p.m.
    - 10/27: Leaders, Making CLASS Observations Less Stressful for Teachers, 12-1:30 p.m.

CNLA UPDATES: COORDINATED OBSERVATIONS (CLASS)

- **Snapshot**
  - 175 sites to be observed (10 self-observing sites)
  - Observations to be conducted for 639 classrooms (updated from 617)
  - 17 NOEEN Observers / 22 Self-Observers
  - 354 observations conducted to date
    - 55% complete
    - Fall 2022 = 593 classrooms - 20% was completed as of October of last year
  - Reschedules range from 9% to 22% depending on the week
  - Start Date: August 28, 2023
  - Currently scheduled end date: November 28th
  - Projected End Date: Week of December 4th
  - Due Date: December 15th, 2023

CNLA UPDATES: PERFORMANCE PROFILE METRICS (DATA CERTIFICATION)

- Data certification is the process by which lead agencies confirm performance profile data as required by the LDOE.
- On October 2, we confirmed the following information with our network for their performance profiles:
  - Teacher name
  - Certification
  - Classroom ratio
  - Age configuration of classroom
- 92% response rate, most non-responders are either FCC or on Fall break
- Insights:
  - Our new website system is definitely easier for providers to utilize versus past systems.
  - Updated timeline appears to successfully work for providers.

CNLA UPDATES: CHILD COUNT

- Early childhood providers who receive publicly-funded seats must submit a count of all publicly-funded children enrolled by funding source and demographics twice per year: October 1 and February 1.
- 156 responses received (94.5%) to date; 150 received by communicated deadline (90%)
  - Of responses received, approximately 50 number processed successfully (entered into the Child Count portal); All responses received are coded to quickly identify any data gaps (for example more students reported than demographics identified.
- Plan to prepare network for the Spring changes
  - Compile resources (LDOE, Portal Guides)
  - Create network-specific training materials (Guidances, Slides, Video Demo, I-pagers)
  - Identify site-based administrators
  - Plan communications
  - Embed network support opportunities

CNLA UPDATES: TS GOLD

- Teaching Strategies GOLD is the chosen system for child-level observational assessments for publicly-funded children birth through kindergarten served by early childhood providers. All assessments of publicly-funded students must be finalized by the checkpoint dates.
- The first checkpoint of the year is to be held on October 31, 2023.

CNLA UPDATES: TS GOLD

- GOLD DATA POINTS
  - Initial Setup
    - 168 sites currently active in GOLD (94%)
    - 10 sites missing classrooms or students (includes sites that have opened but may not have enrolled students yet, may not be receiving public funds)
    - August: 60 out of 173 sites (35%) with active login times (includes teachers + admin)
    - September: 114 out of 173 sites (66%) with active login times (includes teachers + admin)
    - October: 132 out of 173 (76%) sites with active login times (includes teachers + admin)
  - Documentation (as of 10/13)
    - Approximately 130 of sites have documentation **in at least 1 or more area** (majority of these are in multiple areas)
    - Approximately 60 sites have documentation in ALL areas

CNLA UPDATES: TS GOLD SUPPORT

- Office Hours in advance of upcoming checkpoint
  - To date: 2 targeted, 1 open for all questions
  - Upcoming: 1 open for all questions
- goldsupport@noeen.org
- 1-on-1 support when requested
- 3/2/1 Strategy
  - 3 months out looking for all sites with active accounts and administrators/teachers added, 2 months out looking for last login by teachers, documentation entries and active students, 1 month out looking for assessment status and finalization
- Remaining prior to checkpoint
  - All sites received a snapshot of their current documentation levels and assessment rates in preparation for upcoming checkpoint
    - Recommending all sites achieve 50% assessment rate by 10/24
    - Communications will continue regularly until checkpoint date
  - Specialists team receiving list of sites that have low assessment and documentation rates to provide individualized support

CNLA UPDATES: TS GOLD

- Continuing to work with the LDOE to remove all sites that are no longer operating from the license
- Ensuring private pay students are removed from the LDOE's license in accordance with their GOLD policies
- Currently developing intervention plan for:
  - Sites that have little to no documentation entered (as this indicates lack of fidelity with the tool) and sites that have less than 75% completion rate at checkpoint
  - Sites that have 75% - 99% at checkpoint

CNLA UPDATES: TS GOLD

- Discussion Question:
  - What have providers found to be the most impactful/beneficial resource or strategy in successfully completing checkpoints?

CNLA UPDATES: ADDITIONAL EVENTS

NOEEN Office Hours

- October 26
  - 11:30 a.m. to 12:30 p.m. - Open office hours to get support for GOLD
  - 12:30-1:30 p.m. - New site orientation

COORDINATED ENROLLMENT UPDATES

SEAT ALLOCATIONS AS OF OCTOBER 17, 2023

Funding Source	Total Matched and/or Enrolled	Total Allocation	Percentage of Seats Filled	Infants		1 Year Olds		2 Year Olds		3 Year Olds		4 Year Olds	
				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	978	**1,054**	93%	142	21	200	11	306	19	406	25		
ECEF**	92	**717**	13%	96	95	126	113	188	152	307	265		
CCAP B-3***	0	**470**	0%	82	82	89	89	133	133	166	166		
EHS	588	**678**	87%	78	29	270	42	330	19				
HS	847	**1,035**	82%							547	99	488	89
NSECD	412	**415**	99%							95	0	320	3
LA4	1,269	**1,304**	97%									1,304	35
Total Seats	4,186	**5,673**	74%	398	227	685	255	646	323	1,521	555	2,112	127
				43% Filled		*63% Filled*		*50% Filled*		*64% Filled*		*94% Filled*	

** Reflects 92 CS-ECEF Dual Credit children who will be on both City Seats and ECEF rosters for October and November before switching solely to ECEF on December 1. Reflects 20 inactive seats allocated to two inactive (license in progress) City Seats sites.*
*** Includes CS-ECEF Dual Credit and ECEF allocations. 92 CS-ECEF Dual Credit children were converted from City Seats on 10/10. Additional seat placements will begin on 10/23.*
**** Seat placements will begin on 10/23.*

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

2024–2025 EC ENROLLMENT TIMELINE

January	February	March	April	May
1/4/2024 Main Round Application Opens **Ongoing** Family verifications & support sessions	**2/21/2024** Main Round Application Closes **2/27/2024** Application reopens for families to apply and get verified (not included in the match) **Ongoing** Family verifications & support sessions	**3/8/2024** Deadline for all families to submit eligibility documents for review **3/21/2023** Deadline for verification for eligibility	**4/10/2024** BESE seat allocations finalized **4/30/2023** Main Round Placement Results Released	**5/10/2023** Seat Acceptance Deadline **5/13/2024** Open Enrollment Starts & Waitlist Offers Begin

2024-2025 COORDINATED FUNDING REQUEST PROCESS

We are excited to announce that the **Coordinated Funding Request (CFR)** for the 2024-2025 program year is now open!

What is the CFR process?

Each year, Early Childhood Community Networks in Louisiana, including the New Orleans Early Education Network (NOEEN), collaborate to submit a CFR to the Louisiana Department of Education (LDOE). This application outlines recommendations for funding allocations to specific providers for state-funded early care and education seats, including LA4, NSECD, CCAP B-3, and Early Childhood Education Fund (ECEF) – also known as "State Match." Additionally, the CFR is the process through which providers apply for the City Seats program, which is funded through Orleans Parish tax dollars and is administered directly by NOEEN.

The CFR helps to ensure equitable access to high-quality early care and education services across our community, and we value your participation in this process.

2024-2025 COORDINATED FUNDING REQUEST PROCESS

What are the goals of the CFR?

NOEEN's Coordinated Funding Request aims to ensure that the limited number of publicly-funded early childhood seats are allocated to programs that:

1. provide high-quality early care and education services;
2. exhibit strong demand from parents;
3. meet the needs of families in their communities; and
4. display administrative competency in program management.

2024-2025 COORDINATED FUNDING REQUEST PROCESS

What are the application requirements?

We encourage all early learning providers who are interested in receiving publicly-funded early childhood seats for the 2024-25 program year to visit NOEEN's CFR website learn more about provider requirements and to confirm eligibility for each of the available funding streams.

Applicants should note that final funding allocations for LA4, NSECD, Early Childhood Education Fund (ECEF), and CCAP B-3 seats are contingent upon the availability of state funding and state approval and that City Seats allocations are contingent upon approval of the NOEEN Steering Committee. Funding allocations are not guaranteed each year, and applicants must reapply annually as allocation decisions are made each year based on available funding.

2024-2025 COORDINATED FUNDING REQUEST PROCESS

How do I submit a Coordinated Funding Request application?

Applications can only be submitted through Foundant, the official CFR online portal for Orleans Parish, which is linked below. Applications submitted via email or any other method will not be considered.

All operators seeking to receive LA4, NSECD, CCAP B-3, Early Childhood Education Fund (ECEF) – also known as "State Match" – and/or City Seats funding must apply through the CFR process. The CFR is the only way programs can apply for state and local funding.

Please note that this CFR is different from the 2023-24 application for ECEF and CCAP B-3 seats you may have submitted two weeks ago.

CLICK HERE TO ACCESS THE 2024-25 CFR APPLICATION.

2024-2025 COORDINATED FUNDING REQUEST PROCESS

Where can I find more information?

Visit NOEEN's CFR website to view PDFs of the entire CFR application and the evaluation rubrics.

NOEEN will be hosting two additional application support sessions.

CFR Support Session

- Wednesday, October 25, 2023 - 1 p.m.
- Zoom Link

CFR Support Session

- Wednesday, November 1, 2023 – 12:30-1:30 p.m.
- Zoom Link

If you have any questions regarding eligibility or need a copy of your previous year's application, please email CFR@noeen.org.

2024-2025 CFR TIMELINE

Date	Activity
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 9	Launch application
October 9 - November 15	Application review and scoring; conduct site visits (new sites only)
October 11	CFR Office Hours & Rubric Overview
October 25 (1pm Zoom)	Application Support Session for Programs
November 1 (12:30pm Zoom)	Application Support Session for Programs
November 6	Application Closes
November 7-30	Evaluation team to provide allocation recommendations for Enrollment Subcommittee review and finalization before Steering Committee vote
December 6	Final recommendations due to Steering Committee

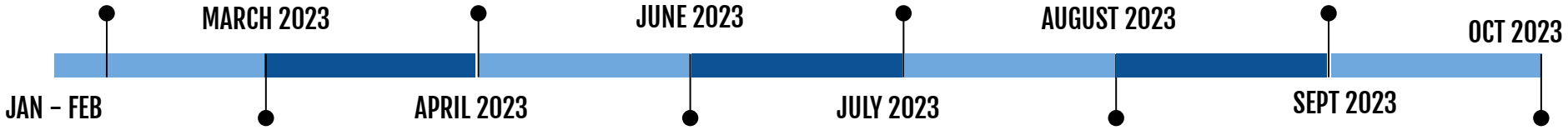
CFR REMINDERS

What happens after the NOEEN Steering Committee votes on allocation recommendations?

- ***April 2024****: Board of Elementary and Secondary Education (BESE) reviews and approves LA4, NSECD, and CCAP B-3 allocations (estimated date). Note that these decisions are typically made at the April BESE meeting but may be subject to change.*
- ***June 2024:*** *BESE reviews and approves ECEF allocations (estimated date). Note that these decisions are typically made at the June BESE meeting but may be subject to change.*

PUBLICLY-FUNDED SEATS

ECEF + CCAP B-3 TIMELINE



JAN – FEB 2023

NOEEN approves CFR for City Seats, LA4, and NSECD. Submits SuperApp. ECE App Opens. B-3 status unknown, may close.

ECEF seats not included because funding was unknown.

MARCH 2023

ECE Application Main Round for families closes.

New families provide verification documents for City Seats, B-3, and EHS/HS requirements.

APRIL 2023

ECE Application Main Round matches released.

Children cannot be matched to ECEF seats because seats have not been allocated by LDOE.

JUNE 2023

Legislature passes state budget, and BESE approves ECEF allocations. B-3 announced as ending.

Orleans Parish receives full $1 for $1 ECEF match.

JULY 2023

New fiscal year begins and ECEF guidance is released.

Agenda submits ECEF budget to LDOE at their deadline.

Agenda + NOLA-PS prepare to (re)verify all City Seats and new applicants to identify ECEF-eligible children.

AUGUST 2023

Agenda + NOLA-PS (re)verify all City Seats children with provider support.

LDOE approves ECEF budget and sends to LDOE finance department for approval (still pending).

New CCAP B-3 funding announced.

SEPT 2023

NOLA-PS continues to verify children for eligibility.

ECEF and CCAP B-3 applications for current year open and close for providers.

Agenda for Children confirms provisional allocations with providers.

OCT 2023

1,200+ ECEF and CCAP B-3 Seats are allocated.

Agenda for Children collects MOUs and required documentation, including for 26 new providers.

Children begin to be placed in 1,200+ ECEF and CCAP B-3 seats.

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

ECEF + CCAP B-3 SEAT ALLOCATIONS

- From September 15-29, Agenda for Children opened applications for requests for ECEF and CCAP B-3 seats for the 2023-24 program year.
- On October 5, Agenda for Children allocated:
  - **470 CCAP B-3 seats to 26 early care and education programs who met requirements**
    - 23 are providers new to public funding this year
    - 3 are providers who have an EHS or HS partnership
  - **717 ECEF seats to 37 City Seats providers**
    - 625 ECEF seats to 32 of the 41 City Seats providers
    - 92 CS-ECEF Dual Credit seats to 26 of the 41 City Seats providers (transitional funding from City Seats to ECEF)
    - 2 of the 41 City Seats providers did not have capacity for additional seats
    - 2 of the 41 City Seats providers are inactive (no license) and could not be allocated seats at this time

PUBLICLY-FUNDED SEAT ALLOCATIONS

Below is a comparison of publicly-funded early childhood seats from 2022-23 to 2023-24, excluding EHS, HS, NSECD, and LA4.

- This year's **City Seats, B-3 Bridge Funding, ECEF, and CCAP B-3** seats equal 1,510 more seats than City Seats and B-3 at this time last year, an **increase of over 200%** (747 to 2,257).
- This year's **EHS and HS** seats equal ~1,700, a **22.6% decrease** from last year (~2,200).
- This year's **NSECD** seats equal 412, a **9.5% increase** from last year (~380).
- This year's **LA4** seats equal ~1,300, a **12.6% decrease** from last year (~1,490).

ECEF + CCAP B-3 ENROLLMENT PROCESS

- Priority for certain families with completed enrollment applications and who meet eligibility requirements by Friday, October 20 will be given to:
  - **teachers** who work at an ECEF or CCAP B-3 program and who would like their children enrolled at the program;
  - **siblings** of children with a publicly-funded seat at an ECEF or CCAP B-3 program but who do not currently have a publicly-funded seat themselves; and
  - **families currently paying tuition** who meet eligibility requirements.
- Beginning October 23, once eligible priority children are placed at sites, remaining seats will be offered to other eligible families who select the site in Avela.

TIMELINE + NEXT STEPS

- **Monday 10/9** - ECEF + CCAP B-3 Orientations; Sites begin to work with priority families to submit Avela application
- **Tuesday 10/10** - CCAP B-3 MOUs sent to providers
- **Thursday 10/12** - ECEF MOUs sent to providers
- **Friday 10/13** - CCAP B-3 MOUs due to Agenda for Children
- **Monday 10/16** - ECEF MOUs due to Agenda for Children
- **Friday 10/20** - Enrollment application deadline for ECEF priority families
- **Monday 10/23** - Verified ECEF priority children begin to be placed in seats; remaining seats offered to general public

READY START NETWORK + MILLAGE CAPACITY BUILDING

HIGH-QUALITY WORKFORCE

- **$2.4M City Wage Enhancement**
  - Opportunity announced last month!
  - 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
- **Substitute Pool Pilot**
  - Partnership with Enriched Schools announced last week!
  - Pilot begins this fall to offer 30+ fully-paid days of substitute teacher and 30+ “half pay” days (cost to be split with site) for City Seats sites
- **Early Educator Recruitment Media Campaign**
  - Digital and print media placements launched last month!
    - Digital billboards on Pontchartrain Expressway at the St. Charles exit (9/11-11/12) and Superdome exit (11/13-12/3)
    - Bus interiors and bus shelters in Orleans Parish
    - Digital placements online, on social media, and in streaming services

SUSTAINABLE + EQUITABLE FUNDING

- **State-level advocacy for sustainability of seat funding and reduction of administrative and family burdens for state-funded early childhood seats.**
  - LDOE Letter
- **Allocation of 1,200+ new seats!**

COMPREHENSIVE + COORDINATED SERVICES

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

QUALITY + INCLUSIVE PROGRAMS

- **NAEYC Conference Community of Practice**
  - Fully-paid travel, lodging, conference attendance, and per diem for 33 New Orleans early November 14-18. Includes interactive professional development enroute, a tour of a Nashville-based early childhood program, group activities and opportunities to participate in follow up conversations in a dedicated virtual space
- **CDA/ECAC Program Support + Stipends**
  - Applications for ECAC Support Pilot closed October 16th. Participating BESE approved ECAC providers will receive financial support to provide technology and stipends to ECAC students.
- **Facilities Tiger Team**
  - Nick Kindel leading group of up to 20 community partners to develop a RFQ/RFA for facilities grant partners to manage $2.4M of millage dollars and future funds for facilities expansion and select partner(s) to administer facilities grant programs.

INFORMED + ENGAGED COMMUNITY

- **Power Coalition for Equity and Justice**
  - Partnership with PCEJ to canvas neighborhoods and socialize millage updates with voters and families.
- **Beloved Community, Inc.**
  - Partnership with Beloved Communities to conduct workforce listening sessions to support recruitment and retention.

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

ENROLLMENT SUBCOMMITTEE MEETING UPDATES FROM 10/16/2023

- **Coordinated Funding Request**
  - *The committee reviewed and provided feedback for the CFR director interview questions and site visit scoring rubric. Updates are being made to evaluation criteria for the evaluators to access in Foundant for evaluating CFR Requests.*
  - *To date 24 applications have been submitted and 29 applications are in draft form. Reminder that applications are due November 6, 2023.*
- **Next Enrollment Subcommittee Meeting is November 8, 2023.**
  - *The committee will finalize priorities for the early childhood matching process.*

FAMILY ENGAGEMENT SUBCOMMITTEE

We need more families to add to the contact list- please share more =)

One parent responded with the following thoughts:

- What would make the process of applying for a seat easier?
  - "Make it easier to find a list of schools by grade (quality). After searching using google I found the list of schools and the grades helped me decided which school was best and the location."
- Where in Orleans Parish would you like to see more seats made available?
  - "Cuddly Bear. I wanted my daughter to go there, but the seats filled up so fast. However, I did find a good school that's near my job."
- Is there anything else we should know or any other questions you have?
  - "Raise the income limit. I'm afraid to get a raise because it may put me out of the income limit for city seats, but I need the money. If that happens, I won't be able to afford to send my daughter to daycare while I work. The cost of living is so high and I don't think it will get better. Also, the expenses of the family should be taken in consideration as well. My rent goes up every year and the cost of food and essentials go up too, but that isn't taken into inconsideration with city seats."

WORKFORCE TASK FORCE

ORLEANS PARISH WORKFORCE TASK FORCE PLAYBOOK

- As of October 2023, over 75% of strategies are in progress or complete.
  - **3** of 22 strategies complete
  - **14** 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.
    - ***YouthForce NOLA research. 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.
    - ***YouthForce NOLA research. Agenda disbursing CDA/ECAC subsidies.***
4. **IN PROGRESS** Remove barriers to continuing education and professional development.
    - ***Agenda exploring.***
5. **IN PROGRESS** Increase mentorship opportunities for early childhood educators currently in the sector.
    - ***Agenda exploring.***
6. **IN PROGRESS** Remove barriers to credit matriculation in higher education by developing stackable credentials.
    - ***YouthForce NOLA research. Board of Regents actively working on this.***
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 conducting listening sessions.***
9. **IN PROGRESS** Distribute $3M+ of earmarked funding to current educators through retention bonuses and pilots.
    - ***Wage enhancement underway.***
10. **COMPLETE** Improve the public perception of the early care and education sector through a media campaign.
    - ***Media campaign launched in September.***
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.
    - ***City Seats and ECEF 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 underway.***
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 advocacy paired with recruitment campaign and 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
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