Early Childhood Action Plan

December Workgroup Meeting

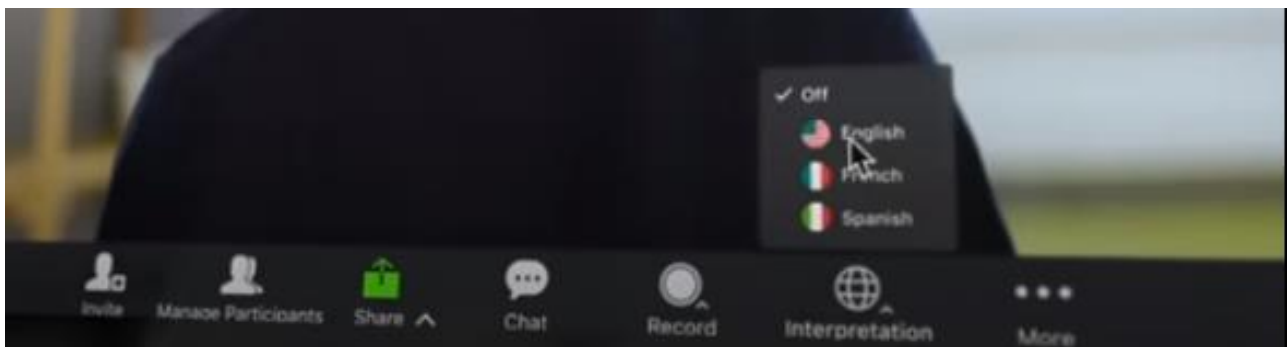**Learning and Ready to Succeed Workgroup | Dec 9, 2020 | 3 - 5 PM**

Welcome!

Get settled in. When you're ready, write in the chat box:

1. Your name

2. Your role in your organization and/or community

3. Your favorite holiday season dessert or drink

Reunión Interpreda al Español

Para escuchar esta reunión interpreda al español, \ favor de seleccionar la palabra "Interpretation" en la barra de herramientas de zoom y luego haga clic en la palabra "Spanish".

Agenda

3:05 – 3:15 PM	Review ECAP Timeline; Update on Community Engagement
3:15 – 3:40 PM	Review Highest Priority Strategies
3:40 – 4:05 PM	Examine Medium-High Priority Strategies
4:05 – 4:10 PM	Stretch Break
4:10 – 4:40 PM	Virtual Gallery Walk
4:40 – 4:50 PM	Discussion
4:50 – 5:00 PM	Prep for January Midpoint Check-In

Zoom Agreements

Mute your phone or computer when you aren't speaking.

Keep your cameras on as much as possible. Turn off when changing locations or speaking with someone off camera.

This session is being recorded.

"Rename" yourself with your preferred pronouns.

Hover over your video, click the "…" in the top right corner and select rename. OR hover over your name in the "Participants" list, select "more" and rename.

Workgroup Agreements

- Respect every individual and idea
  - Value all workgroup participants' ideas and insights.

- Speak plainly
  - Avoid acronyms and jargon.

- Work towards consensus
  - "Even though the decision might not be exactly what I want, I can live with it and publicly support it."

- Share space and focus on equity. Listen.
  - Recognize privilege, creating space for diverse opinions and backgrounds. Support shared access to resources, opportunities, power, and responsibility.

- Work collectively
  - Be guided by our shared passion for our young children in Durham.

- Transparency and inclusion
  - Communicate openly and invite differing perspectives.
  - **Note:** All meetings will be recorded and available on a public website for review.

ECAP Workgroup Timeline

| | Discover | | Ideate | | Iterate |
| 1 | | 2 | | 3 | |

Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021
● Review Needs & Assets pre-read	● Review parent survey data	● (Optional) support community engagement efforts ● Take recommendations survey	● (Optional) support community engagement efforts	● Review pre-reads about highest priority areas
● Discuss Needs & Assets Pre-Read ● Discuss 2025 targets ● Identify biggest strengths and challenges to meet each goal ● Determine next steps for community engagement	● Review parent survey data ● Debrief October meeting findings ● Prepare to begin reviewing potential strategies to consider in the Durham ECAP	● Review and brainstorm recommended strategies ● Prioritize recommendations	● Midpoint Check-in: Share highest priority recommendations with all workgroups ● Review community engagement findings ● Reframe and identify highest priority recommendations to move into action planning	● Start action planning (short-, med-, long-term) ● Identify stakeholders to be involved in action planning ● Determine next steps for action planning process through June 2021
● 2025 targets that need updating ● Biggest challenges and strengths by goal area	● Areas for discussion in focus groups	● ~15 highest priority strategies by workgroup	● ~5 highest priority strategies by workgroup	● High priority recommendations and initial thoughts around action planning for presentation to the Board of County Commissioners

ECAP Workgroup Timeline

Inputs		
Workgroup Activities		
Outputs		

3 — Iterate		4 — Write & Release	
Mar 2021	**Apr 2021**	**May 2021**	**Jun 2021**
• Support ongoing community engagement efforts • Support action planning between action planning team meetings		• Writing and reviewing as needed	
• Build out action plans • Identify timelines, resource requirements, and cost projections • Determine measurable goals & metrics • Identify roles and responsibilities of communities and partners in implementing the action plan		• Editing action plans based on community feedback • Drafting the ECAP • Review and provide feedback on the draft ECAP • Gather community input	
• Draft action plans for review • Updated 2025 targets		• Written Early Childhood Action Plan	

Parent and Community Engagement Efforts

- Ongoing efforts
  - 2nd push on the parent survey; closing end of the month
  - Planning 7 upcoming focus groups / community conversations to
  - Informal interviews

- Brought together a group of folks across workgroups who indicated interest in supporting community engagement efforts
  - ECAP Equity Statement of Understanding

Recommendations and ideas from parents and community members through community engagement efforts will be given special weight and incorporated into our prioritization of strategies that we discuss today.

Key Systems Strengths Identified by All Workgroups

Our Early Childhood System is Strong Because of:

Leadership Support

An Active, Engaged and Caring Durham Community

Shared Understanding of the Importance of the Early Years

Community-Based Services Building Communities of Care

Collaboration and Cross-Sector Partnerships

Grassroots Organizing Networks (Residents Poised to Participate)

Excellent Services and Resources

More to be Identified in Parent Survey, Focus Groups, and through Additional Conversations with Families

Strong Medical and Academic Systems Supporting Early Childhood

Commitment to Improving Language Access

Evidence-Based Programs

Dedication and Infrastructure to Improve Care Coordination

Key Systems Challenges Identified by All Workgroups

Our Early Childhood System Struggles with:	As a Result, Families Experience:
Lack of Effective Collaboration / Duplication of Efforts	Family Economic Insecurity and Challenges Providing Basic Needs
Inadequate Funding	The Harmful Impacts of Racism
Disparate Data Systems and Inadequate Data Sharing	Lack of Agency to Impact Systems Change
Provision of Programming and Services that are Culturally Responsive, Trauma-Informed and Anti-Racist	Toxic Stress and Mental Health Concerns
Valuing Community-Rooted Solutions and Sharing Power	Lack of Trust in the System (e.g. Fears of Parental Rights Termination, Deportation)
Addressing the Digital Divide	Barriers to Accessing Available Services (e.g. Eligibility, Transportation, Language)
Addressing Root Cause Issues like Poverty and Racism	Lack of Awareness of Available Services
	More to be Identified in Parent Survey, Focus Groups, and through Additional Conversations with Families

Additional Systems Challenges and Strengths Identified by Workgroups

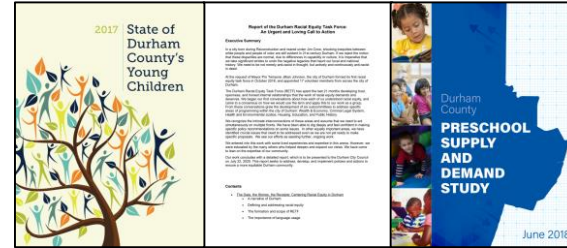| Healthy	Basic Needs	Safe & Nurtured	Learning & Ready to Succeed
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• Lack of Family Friendly Workplace Policies • Not Enough Focus on the Mother and Her Health • Barriers to Attending Well Child Visits • Distrust in Healthcare Workers and Cultural Incompetency • Lack of Breastfeeding Data • Low Rates of Lead Testing	• Lack of Political Will and Funding at Fed/State Levels • Poor Access to Healthy Food • Access to Necessary Supplies (Diapers, Car Seats, etc.) • Homelessness Eligibility • People are Struggling who Don't Qualify for Services • Lack of Data Reporting on Children in Need of Food • Lack of Evictions Data • Unaffordable and Overcrowded Housing	• No Uniform Social-Emotional Health, ACES, or Resilience Screening • Inadequate Substance Abuse and Mental Health Resources • Disproportionate Focus on Treatment Over Prevention • Court Capacity and Legal Barriers • Poverty Misreported as Child Maltreatment • Over-Representation of BIPOC in Child Maltreatment Reports • Lack of Data on Post-Partum Depression	• Deficit Mindset Related to Student Success, Especially with Students of Color • Undervalued and Underpaid ECE Workforce • Child Care Affordability, Subsidy Eligibility, and Waiting Lists • Lack of Alignment Between Pre-K and Kindergarten • Turfism Between Institutions • Communication Barriers Between Schools and Families
+			
• Doula organizations rooted in communities of care • Health systems are well connected • Home visiting programs • Early screenings	• Cross-sector collaboration to identify and address food needs • Institutional policy changes like living wage and paid family leave • Dedicated, community-based affordable housing groups • City departments focused on housing and homelessness	• Strong focus on early childhood mental health • Strength and prevalence of two-generational approaches like home visiting programs • Some screening for ACEs, resilience, protective factors, etc.	• Commitment to implementing and expanding universal Pre-K • Energy around high-quality early child-care and early education • Leveraging virtual tools to provide high-quality remote learning • Momentum around racial equity

HOW MIGHT WE LEVERAGE THE STRENGTHS TO ADDRESS THE CHALLENGES?

Building Upon Existing Research and Recommendations in the Durham ECAP

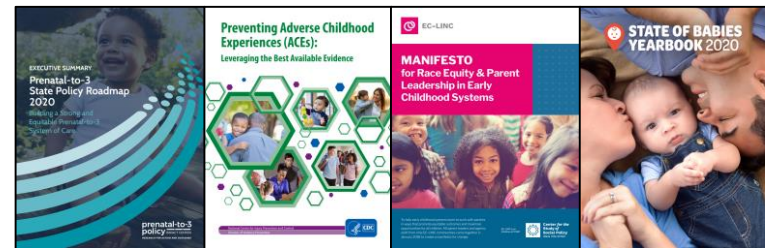| Durham County-Level Recommendations	
	• State of Durham County's Young Children • Racial Equity Task Force Report • Durham County Pre-K Supply and Demand Study

Statewide Recommendations	
	• Early Childhood Action Plan • Pathways to Grade-Level Reading Action Framework • NCECF Child Development at Kindergarten Entry Data Workgroup Report • CCSA Early Childhood Education Workforce Turnover Report • CCSA Working in Early Care and Education in NC

National Recommendations	
	• Prenatal-to-3 State Policy Roadmap 2020 • CDC Preventing Adverse Childhood Experiences • Center for the Study of Social Policy's Manifesto for Race Equity and Parent Leadership in Early Childhood Systems • ZERO TO THREE State of Babies Yearbook: 2020

Considerations and Limitations

- This opportunity to review existing recommendations (from reports and this workgroup) will provide us with initial direction to see where we should focus our attention

- We may not yet know how much effort it will take to implement or the value that each recommendation could create; the information you shared is an initial "pulse check"

- The workgroups will be prioritizing recommendations further over the course of the next several meetings to decide which recommendations to move forward into action planning

- In parallel, parents and community members are proposing recommendations and ideas for Durham that will be uplifted accordingly for action planning

- Specific, concrete action plans for the Durham ECAP will be built out February – May

Reviewing the Med-High Priority Strategies

- What is missing in the group of high priority strategies (on slide 1)?
- Which of these medium-high priority strategies (on slide 4) should be lifted up?

Virtual Gallery Walk

Up Next

- **January:**
  - All Workgroup Convening on Friday 1/8 from 11am-12:30pm
  - Workgroup meeting on Wednesday 1/13 from 3-5pm

- **ECAP webpage:**
  - All meeting recordings, pre-reads, presentations and Jamboards

THANK YOU AND HAPPY HOLIDAYS!