



Teacher Shortages

Lack of Male Educators

Need more teacher of color

Need more racial equity training

Knowledge of available resources for families

I think parents not really being involved in their schooling.

education/child development outside of the school building

continuing to work on addressing suspension/expulsion in preschool and early grades, use of restorative practices and SROS

Disparities in compensation for early childhood teachers working with Infants - Pre

continuing to build culturally relevant curriculum

Funding limits for 0-5 subsidy care are higher than for 5-12 care

increased access to relevant data (e.g., attendance)

Giving collaboration some weight by including "supporting other organizations" in your own strategic plan

Transportation to high quality ECE programs and pre-k.

Communication between parents and schools

Leading level of some parents

lack of alignment, communication, and collaboration between PreK and Kindergarten (teacher and provider level)

Access - affordability, transportation, quality, etc.

Differential access to learning opportunities, including digital learning

Race inequities in terms of workforce

addressing implicit bias, having high expectations and recognizing diverse strengths for all students

Lack of adequate funding to provide services to all, pay good wage, provide benefits, have career ladder

"White flight" from public school system--support for public education across SES and race in Durham

A focus on leveled reading versus supporting grade level reading has held some students back

Need more school choice and equitable distribution of resources

Funding for child care for school age children; many support 0-5, but lack for 5-12. Only child care subsidy dollars, and there is a waitlist. Especially a challenge because of the pandemic/virtual learning.

Funding, availability of BK teachers, language needs, space issues

teacher pay

Child care system rests on the shoulders of a workforce that does not have much agency in terms of power of their voice. Underpaid, undervalued, many demands without benefits and pay on

A state funding structure that is not adequate

Confusing systems. It's difficult for those outside of the profession to understand or navigate the system, even with support.

More opportunities for rich experiences outside of the classroom!

reaching families who don't have access to technology

Reaching and engaging all families

Building trust, building relationships that aren't transactional, creating communities of care

alignment in school, pre-k and K-5 curriculum and teacher training.

Increase pay for highly qualified teachers

Early learning and K-2 teacher compensation

Salaries

Living wage across employers

Language access

language accessibility for families who are non-English, non-Spanish speakers

Teacher knowledge about how trauma/toxic stress impacts children and parents

K - 2 teachers need more training in the Science of Reading (specifically foundational literacy)

Simplify processes

Improve communication

Expertise of early childhood professionals isn't valued or known widely.

Funding continues to be a major challenge. Salaries for teachers is much too low and access to high quality care is not affordable for all families. We are stuck until the funding formula changes.

Chronic state under-funding of 0-5 vis-a-vis K-12 and also a state failure to see those realms as part of a continuum, to connect data from each realm, etc.

communication about events, deadlines, services, etc. across providers and to families

Offering before and after care for pre-k in all programs at below cost rates.

Transportation to high-quality childcare centers

Even with partnerships and collaborations, there are still a lot of silos working in the community.

Supporting development of self-advocacy skills with parents

distinction between "providers" and "community"

Recruit and retain more teachers in ECE and K-3 that have a shared lived experience with Latinx children and students.

Tackling poverty and racism, which are at the heart of the inequities we see

Because they are easier to implement, we are still often focused on programmatic solutions to systemic problems.