Creating Durham’s Early Childhood Action Plan (ECAP)

Action Planning Kickoff

February 17, 2021
Welcome!

While you get settled, please introduce yourself in the chatbox:

• Your name
• 3 roles you play in your family or community
Questions We Will Answer Today

✓ What is Durham’s Early Childhood Action Plan?
✓ What does this “Action Planning” phase look like?
✓ Any additional questions you have!
“All North Carolina children will get a healthy start and develop to their full potential in safe and nurturing families, schools and communities.”
Creating Durham’s Early Childhood Action Plan

**Public-Private Partnership**
- Funding and Countywide Support
- Project Leadership, Administrative Coordination, Project Facilitation and Funding

**Collaboration Across Durham**
- Families, community members, and family- and child-serving agencies participated in 4 workgroups.
- Created 21 recommendations to help young children and their families thrive.

**Healthy**
- Basic Needs
- Safe & Nurtured
- Learning & Ready to Succeed

**21 Action Planning Teams**
- Building out “action plans” to move from recommendations to reality in Durham’s 5-year “Early Childhood Action Plan.”

**Collective Impact**
- Braided funding strategy (public and philanthropic resources) to support the implementation.
- Collective implementation of the recommended strategies.
ECAP Process

September 2020 – January 2021

4 ECAP Workgroups

- Healthy
- Safe & Nurtured
- Basic Needs
- Learning & Ready to Succeed

September 2020 – January 2021

- Reviewed local data to report out on the ECAP 2025 targets and sub-targets for each of the ECAP goals
- Identified strengths and challenges of Durham’s early childhood system to meet the goal areas of the NC ECAP
- Supported parent and community outreach efforts (over 1,000 people)
- Reviewed potential strategies and prioritized them
- Identified 21 recommendations

February 2021 – May 2021

21 ECAP Action Planning Teams

- Review the existing data, findings from parent and community outreach, and the highest priority strategies identified by workgroups
- Narrow down the ~3 strategies that your action planning team thinks the Durham Early Childhood Action Plan should include
- Draft action plans (using provided templates) for each strategy that identify (e.g. steps to implement, potential partners, projected timeline, etc.)
- Incorporate feedback based on reviews with parents and communities, taskforces, committees, etc.
Where did the 21 recommendations come from?

1. 100+ people came together into 4 ECAP Workgroups.

2. Examined local and comparative data for each of the 12 goals.
   - Identified strengths & challenges of Durham’s Early Childhood System to meet the 12 goals.

3. Prioritized 200+ strategies identified by 1) 1,000+ Durham parents, guardians, and caregivers, 2) workgroup participants, and 3) existing local, state and national reports.

4. 80+ highest priority strategy were re-organized into 21 Durham ECAP Recommendations. 100+ people will be participating in 21 action planning teams.
21 Durham ECAP Recommendations

• Our Durham ECAP recommendations 1) address root causes, 2) strengthen the early childhood system, and 3) improve, expand and reimagine services for families and children in the areas of:
  • Maternal and child health
  • Basic needs like housing, food, and economic supports
  • Social-emotional and mental health
  • Family and parenting supports
  • Social services and child welfare
  • Early childhood education
  • Kindergarten through 3rd grade education
Questions We Will Answer Today

✓ What is Durham’s Early Childhood Action Plan?
✓ What does this “Action Planning” phase look like?
✓ Any additional questions you have!
Action Planning Process

PREPARE
Review ideas from parents, research, and data to inform action plans.

- Steps to implement
- Projected timelines
- Resource and cost requirements
- Potential metrics
- Potential roles and responsibilities of communities and partners in implementing action plans

CREATE
Use your experience and what you learned to develop the action plan with strategies to help young children and families thrive.

DISCUSS
Meet with a small group of 4-5 people to discuss ways to better support young children and their families.

SHARE
At least one person from each small group shares ideas with a Review Team, communities, and taskforces for feedback.
Your First Action Planning Team Meeting

Find a time to meet with your team by the date in the calendar when you need to submit your completed discussion guide

• **Before the Meeting:** Review the pre-read emailed to you (you can find them in your **Action Planning Team folder**)

• **During the Meeting:** Complete the discussion guide emailed to you (you can find the discussion guide in your **Action Planning Team folder**)

• **After the Meeting:**
  • 1 person to submit your team’s discussion guide to your **Review Team’s folder**
  • At least 1 person from your team to attend your Review Team meeting (see **ECAP Calendar**)

## Durham ECAP Action Planning Timeline

<table>
<thead>
<tr>
<th>Action Plan</th>
<th>Write &amp; Release</th>
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<tr>
<td><strong>MARCH 2021</strong></td>
<td><strong>APRIL 2021</strong></td>
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<tr>
<td>Action Planning</td>
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<td>Team and Review</td>
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<td>Team meeting #1</td>
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<td><strong>MAY 2021</strong></td>
<td><strong>JUNE 2021</strong></td>
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<td>Team meeting #3</td>
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### Hold Community and Taskforce Listening Sessions

### Continued facilitative and technical support from DCI and Durham County to assist with coordination, stakeholder engagement, research, and writing.
The following Action Planning Teams attend the respective Review Team Meetings. At least 1 representative from each Action Planning Team attends the Review Team Meeting.

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<th>HEALTHY REVIEW TEAM</th>
<th>BASIC NEEDS REVIEW TEAM</th>
<th>SAFE &amp; NURTURED REVIEW TEAM</th>
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**ECAP SUPPORT TEAM**

The ECAP Support Team is made up of staff from Durham County and Durham Children’s Initiative in partnership with community consultants who provide support to the ECAP Action Planning Teams and to the Review Teams. The ECAP Support Team conducts research and data analysis, provides facilitative and technical support, coordinates and engages stakeholders, and writes the ECAP.

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**ACTION PLANNING TEAMS**

Action Planning Teams are made up 4-7 people who identify strategies and draft action plans that will bring each Durham ECAP recommendation to life. The people on each action planning team bring a diverse set of experiences and knowledge to inform the action plans.

**REVIEW TEAMS**

Review Teams are made up 6-9 people who serve as thought partners to Action Planning Teams. The Review Teams will help make connections between Action Planning Teams and provide additional perspectives to strengthen the action plans.

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Keeping Equity Central in the Process

- Shared decision-making power
- Trust-building amongst action planning team members
- Recommending strategies that address root causes of inequities and disparities in early childhood outcomes (i.e. racism and poverty)
- Taking an asset-based approach

Which part(s) of the “early childhood ecosystem” will you be bringing to your action planning team?
Mental Model Shifts

“Creating programs/providing services feels easier than creating conditions for policy and mindset shifts, even though it is less effective”

“We need to make sure that we do not assume that an org is most fit to lead just b/c of its stature. Or that a person has the greatest expertise just b/c they have a certain academic degree.”

“Racism and belief in punitive punishment necessary in schools”

“Training is only meaningful to those who are ready to be receptive”

“Staff mindsets can be hard to change”

“Undervaluing lived experience and unwillingness to give up power and step back”

"Personal/political beliefs about individual responsibility"

“Understanding the historical distrust in programs and services”
Principles of Action Planning

- We will share decision-making power with parents and community leaders.
- We will work towards consensus. "Even though the decision might not be exactly what I want, I can live with it and publicly support it."
- We will acknowledge power at the beginning of each conversation in order to actively address power imbalances.
- We will actively address the underlying root causes of oppression, like systemic racism and forced poverty, that perpetuate disparities in early childhood outcomes.
- We will focus on the whole child, birth to 8, in the context of his or her family and community.
- We will build off of planning efforts and ongoing work here in Durham.
- We will ensure community-rooted strategies recommended in the plan are owned, led, designed and driven by community-rooted leaders.
- We will create action plans that are culturally relevant, trauma-informed, and anti-racist.
- We will be willing to redesign systems to create more equitable outcomes, embracing innovation and seeing change as opportunity.
- We will be informed by and hold ourselves accountable to families and communities.
- We will share space and focus on equity, creating space for diverse opinions and backgrounds.
- We will make decisions based on the interest of young children & their families and the objective evidence to identify the best possible solutions so as not to favor the priorities of one organization over another.
- We will work collectively guided by our shared passion for Durham’s young children and families.
- We will be strength-based, highlighting protective factors, preventive solutions and uplifting community assets.
- We will make sure that we truly understand the needs of the families, direct service providers and, above all, the children based on rich and accurate data.
- Will will be data-and research-driven and informed by developmental science.
Other ECAP Updates

- We are thinking about what accountability to the community and equity look like in implementation; the “anti-racism and power sharing” team will be leading the way.
- The County funded the planning and we are also making a request for an initial investment from the County to support implementation related to these COVID-19-recovery focused areas:
  - Child care recovery efforts
  - Child and family social-emotional health/trauma-informed care/resilience
  - Housing and economic stability to reduce adverse childhood experiences
  - Sharing power with parents experiencing challenges and harm in our early childhood system
- Ensuring alignment with the work of the newly formed Durham Racial Equity Commission
We are Here to Support You!

• Office hours every **Friday 11am-12pm**
• Cate and Bonnie can provide additional support to action planning teams, as needed
• Send us an email or give us a call

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(347) 738-0694 | celander@dconc.gov
THANK YOU!