

# 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



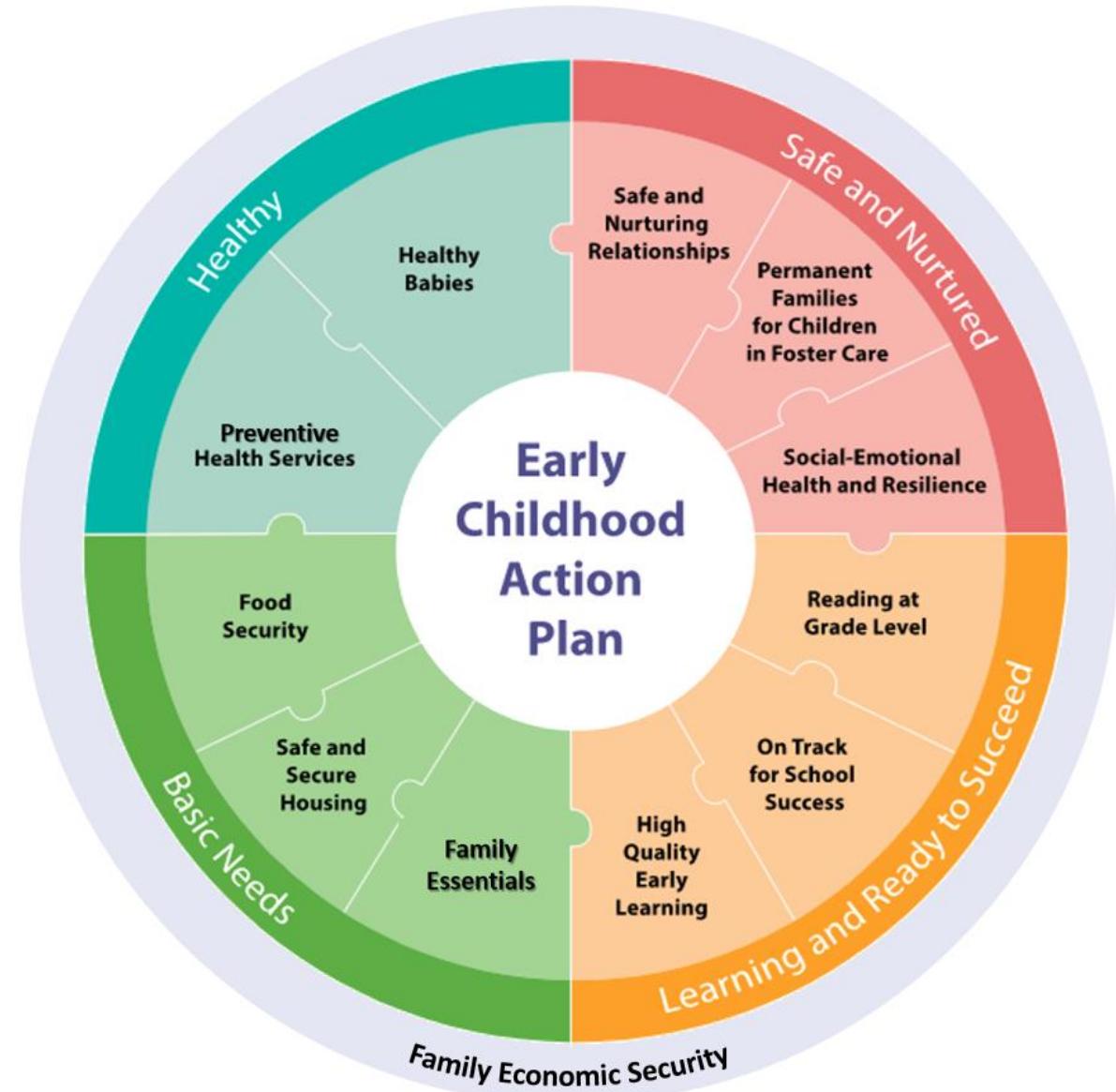
# Questions We Will Answer Today

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

# NC Early Childhood Action Plan (ECAP) Vision

“ All North Carolina children will get a healthy start and develop to their full potential in safe and nurturing families, schools and communities. ”

## 12 Goals



# 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.

Healthy

Basic  
Needs

Safe &  
Nurtured

Learning &  
Ready to  
Succeed

Created 21 recommendations to help young children and their families thrive.

## 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.

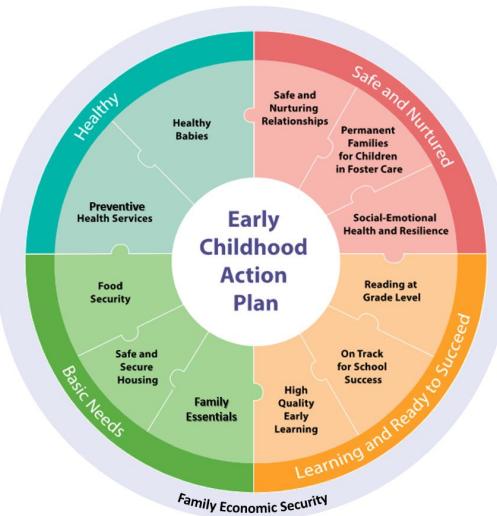


Collective implementation of the recommended strategies.

# ECAP Process

September 2020 – January 2021

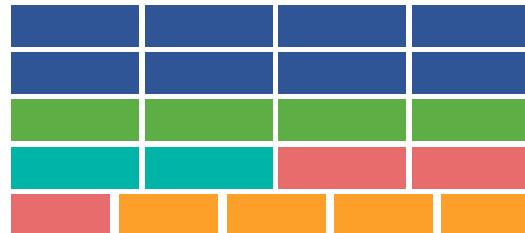
February 2021 – May 2021



## 4 ECAP Workgroups



## 21 ECAP Action Planning Teams



- ✓ 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**

- ✓ **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.



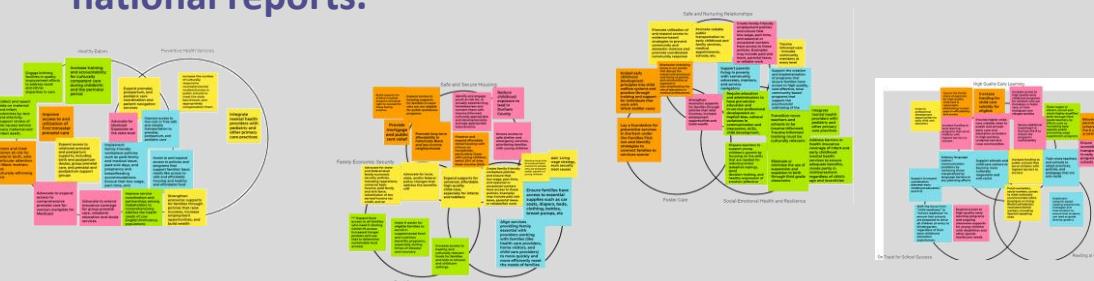
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Examined local and comparative data for each  
of the 12 goals.



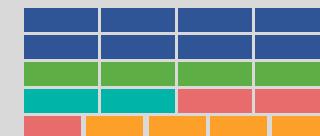
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Prioritized 200+ strategies identified by 1) 1,000+  
Durham parents, guardians, and caregivers, 2)  
workgroup participants, and 3) existing local, state and  
national reports.



4

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



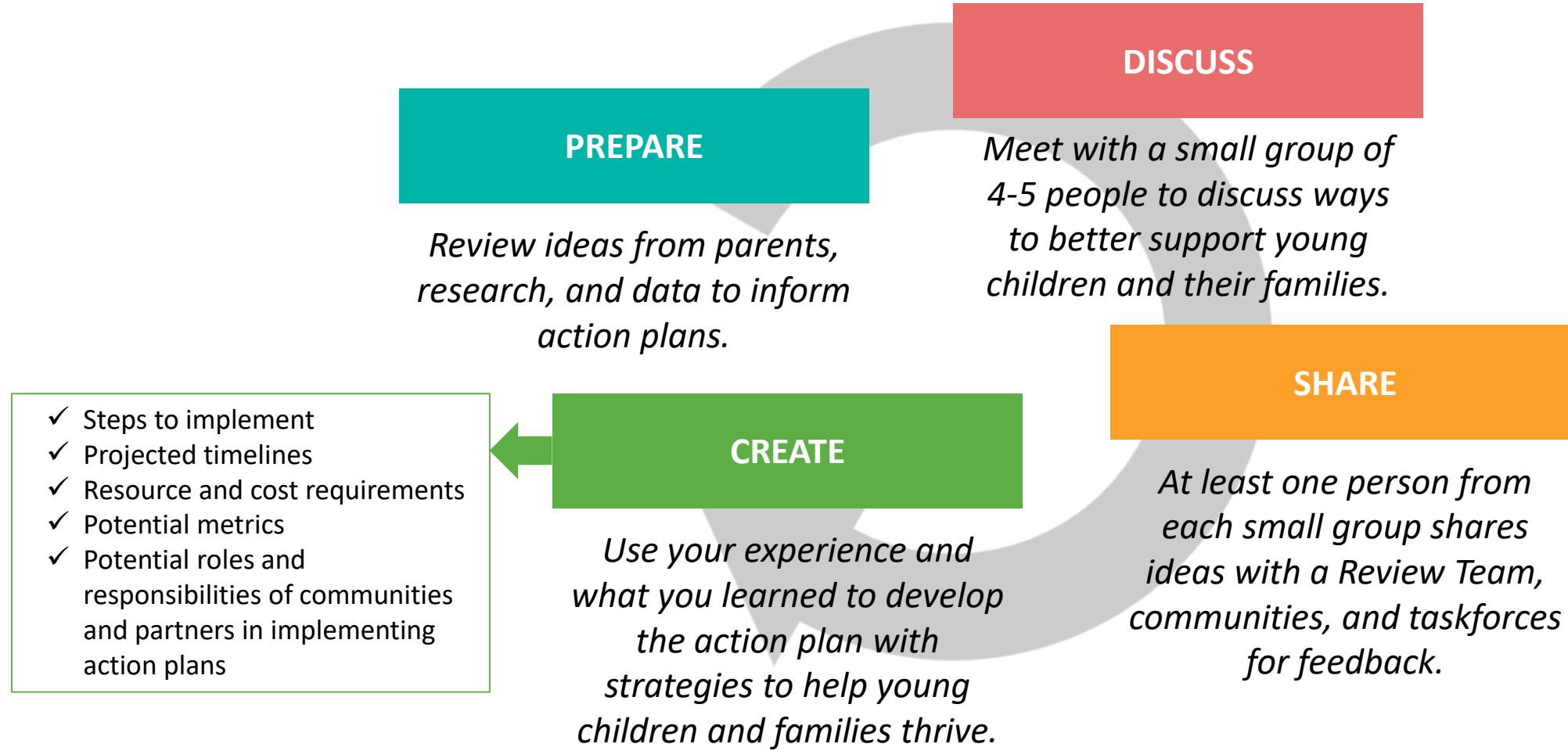
# 21 Durham ECAP Recommendations

- 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 3<sup>rd</sup> grade education

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# Action Planning Process



# 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

Action Plan		Write & Release	
MARCH 2021	APRIL 2021	MAY 2021	JUNE 2021
Action Planning Team and Review Team meeting #1	Action Planning Team and Review Team meeting #2	Action Planning Team and Review Team meeting #3	Release Durham Early Childhood Action Plan

*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.*

# Your Review Team

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.

## HEALTHY REVIEW TEAM

- Action Planning Teams:**
- Anti-Racist Healthcare
  - Healthcare Access
  - Anti-Racism & Power Sharing
  - Data Sharing
  - Resource Awareness & Service Navigation

## BASIC NEEDS REVIEW TEAM

- Action Planning Teams:**
- Economic Prosperity
  - Housing
  - Food Security
  - Essential Family Supplies
  - Transportation

## SAFE & NURTURED REVIEW TEAM

- Action Planning Teams:**
- Trauma-Informed, Culturally Affirming Birth – 3<sup>rd</sup> Classrooms
  - Child and Family Social-Emotional, Mental Health and Resilience
  - Social Services and Child Protective Services
  - Language Justice
  - Family-Friendly Workplaces

## LEARNING & READY REVIEW TEAM

- Action Planning Teams:**
- Sustainability, Access and Affordability of Child Care
  - Kindergarten Transition
  - Inclusion for Children with Developmental Delays or Disabilities
  - Early Literacy
  - Cross-Sector Early Childhood Workforce
  - Family Friendly Public Spaces and Enrichment Activities

## 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.

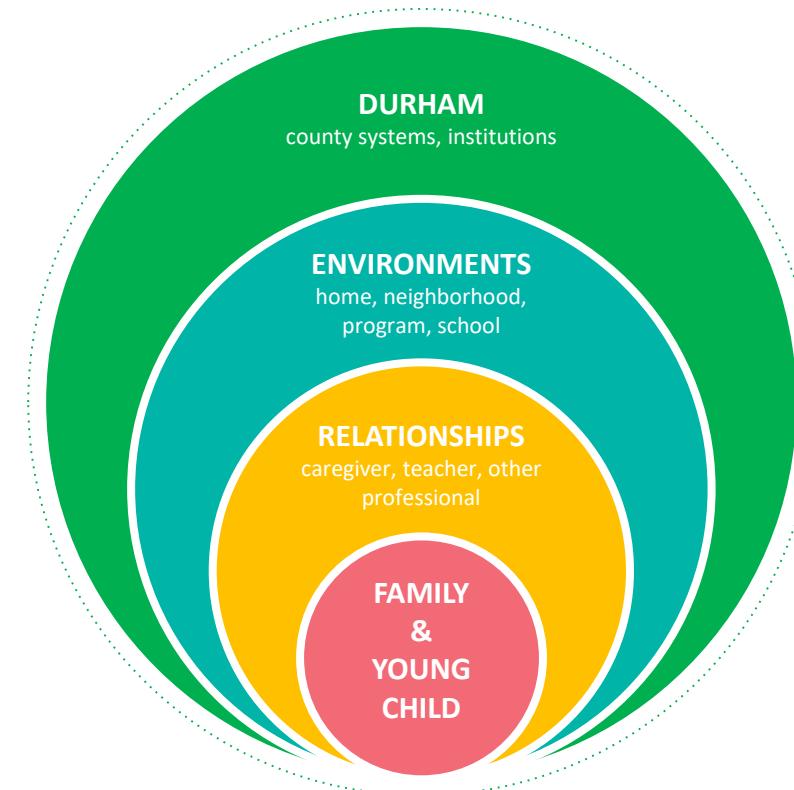


## ECAP SUPPORT TEAM

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.

# 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 punitive punishment necessary in schools”

“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”

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

“Staff mindsets can be hard to change”

# 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 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 build off of planning efforts and ongoing work here in Durham**

We will focus on the whole child, birth to 8, in the context of his or her family and community

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 actionable, feasible, sustainable and measurable

We will be transparent, collaborative and accountable to one another

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

We will work collectively guided by our shared passion for Durham's young children and families

We will be data-and research-driven and informed by developmental science

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

# 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](mailto:celander@dconc.gov)

# THANK YOU!

