NEW ORLEANS EARLY EDUCATION NETWORK (NOEEN)

STEERING COMMITTEE MEETING

April 10
, 2024

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
Jonika Julian	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)
Amanda Peek	Early Care & Education Parent/Caregiver (At Large)
Melanie Richardson	Family Child Care Providers (At Large)
Jen Roberts	NOEEN Board of Directors
Monique B. Rouege	Louisiana Early Childhood Education Fund
Derrick Toups	Orleans Parish Ready Start Network
Rochelle Wilcox	City Seats
Anna Williamson	Orleans Parish Child Care Resource & Referral Agency

NOEEN'S MISSION

To ensure an excellent start for every child in New Orleans by strengthening early childhood education and providing families access to high-quality early learning programs that help them realize their dreams for their children.

III. ADOPTION OF PREVIOUS MINUTES

ADOPTION OF PREVIOUS MINUTES

Motion is to adopt the draft minutes from the:

- *March 6, 2024 Steering Committee Meeting*
- *March 11, 2024 Coordinated Enrollment Subcommittee Meeting*
- *March 15, 2024 Coordinated Enrollment Subcommittee Meeting*
- *April 8, 2024 Coordinated Enrollment Subcommittee Meeting*

- Discussion
- Public Comment
- Vote

IV. COMMUNITY NETWORK UPDATES + CONSIDERATIONS

COMMUNITY NETWORK LEAD AGENCY (CNLA) UPDATES

CNLA UPDATES: COORDINATED OBSERVATIONS (CLASS)

- CLASS is the coordinated observation tool used to measure the quality of teacher-child interactions statewide for early childhood
- **Snapshot (as of April 5, 2024)**
  - Sites to be observed this Spring:
    - **163** total sites = **652** classrooms
  - **11** self-observing sites
  - Observation start Date: **January 29, 2024**
  - Projected end date: **April 30, 2024**
    - LDOE deadline is May 15, 2024
    - End date for Spring 2023 was May 9, 2023
  - 412 observations completed to date
    - 374 observations were completed by April 5, 2024

CNLA UPDATES: PERFORMANCE PROFILE DATA

- In June 2015, BESE established a unified statewide early childhood quality rating and improvement system (performance profiles) through Bulletin 140. Performance profiles are drafted using metrics such as CLASS observation results, classroom ratios, teacher education level, and more.
- Performance profile ratings are available via Schoolfinder and are used in various determination processes, such as ECHO grants, opportunities via the LDOE, and the CFR.
- See sample performance profile here. We provided an overview of performance profile scores for 22-23 in December's meeting.

CNLA UPDATES: PERFORMANCE PROFILE DATA

- Data Certification is the process by which we confirm the metrics that will be used in performance profiles.
- Timeline:
  - In August, we collect data on each room and site for that programmatic year. This information is then uploaded to the early childhood portal.
  - In October, we confirm what was true as of October 1, as the majority of data should be based on what was true after that date.
  - **In April, NOEEN will audit the EC portal for any missing data. Sites will receive outreach to confirm data.**
  - This summer, usually in July, sites will receive a draft performance profile and have one final chance to correct any data.
- Questions about this process can be directed to datacertification@agendaforchildren.org

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.
- Winter checkpoint held on February 28
- Next checkpoint to be held May 31

CNLA UPDATES: TS GOLD

- Common Issues Reported for sites under 75%:
  - Lack of ongoing data cleanup
  - Misunderstanding of necessity of cleaning up data
  - Admin staffing turnover
  - New children enrolled within 6 weeks of checkpoint
  - Personal emergencies
- Office Hours
  - April 11, 12 p.m.: The Importance of TS GOLD
  - May 24, 12 p.m.: GOLD Troubleshooting Office Hours
  - May 29, 12 p.m.: GOLD Troubleshooting Office Hours

CNLA UPDATES: 2024-26 APPLICATION

- March 25, 2024: Agenda for Children and NOLA Public Schools submitted 2024-26 Community Network Lead Agency application.
- May 15, 2024: Notice of recommendation sent to LDOE selected agencies
- June 11, 2024: June BESE meeting and vote on lead agencies
- June 14, 2024: BESE approved CNLAs notified via email
- July 1, 2024: CNLA 2024-26 two-year-term begins

CNLA UPDATES: ADDITIONAL EVENTS

Office Hours

- NOEEN Office Hours: May 2 @ 11:30 a.m.

COORDINATED ENROLLMENT

III. 2023-24 UPDATES

ENROLLMENT UPDATE AS OF APRIL 9, 2024

Funding Source	Total Filled (Offers + Enrollment)	Total Allocation	Percentage of Seats Filled	Infants		1 Year Olds		2 Year Olds		3 Year Olds		4 Year Olds	
				Total Seats	Unfilled Seats	Total Seats	Unfilled Seats	Total Seats	Unfilled Seats	Total Seats	Unfilled Seats	Total Seats	Available Seats
City Seats*	960	**960**	100%	147	0	194	0	271	1	348	0		
ECEF	587	**709**	83%	103	20	153	19	229	16	224	33		
CCAP B-3	339	**469**	73%	102	30	108	23	139	38	120	39		
EHS**	609	**701**	87%	87	7	276	20	343	46				
HS**	898	**1,071**	84%							594	87	477	80
NSECD	390	**390**	100%							95	0	295	0
LA4	1,257	**1,290**	97%									1,290	33
Total Seats	5,040	**5,590**	90%	439	57	731	45	982	105	1,381	159	2,062	113
				87% Filled		***92% Filled***		***90% Filled***		***88% Filled***		***95% Filled***	

Enrollment for ECEF, CCAP B-3, NSECD, and LA4 seats managed by NOLA PS.
**City Seats allocation adjusted Jan. 2024 due to elimination of B-3 Bridge funding (students transitioning to new funding sources). Seat placement is managed by Agenda for Children. 47 seats are currently held for contingency. Seats to be filled once re-allocations final.*
***EHS and HS seat placement is managed by grantees in conjunction with NOLA PS.*

NOEEN | NEW ORLEANS EARLY EDUCATION NETWORK

CCAP B-3 + ECEF PORTFOLIO REALLOCATIONS

April 2 - NOLA-PS and Agenda for children worked to identify strategies to increase enrollment for CCAP B-3 + ECEF

- Identify allocations, accepted seats/offered seats, waitlists
- Contact providers to assess possible accommodations
- Change targets to match waitlist
- Offer seats to increase enrollment

CCAP B-3 + ECEF PORTFOLIO REALLOCATIONS

Challenges

- Waitlists represent # of children who applied to a site (not funding source)
- Avela tags
- Seated children
- Eligible for CCAP B-3/ ECEF
- Non seated waitlist
- Calls to providers - Spring break/ 4.3 - 4.4
- Some sites have multiple age groups created in Avela (inaccurate data set)
- Duplicate child records

CCAP B-3 + ECEF PORTFOLIO REALLOCATIONS RESULTS

As of 4-9-2024

CCAP B-3	ECEF
339 ENROLLED	587 ENROLLED
130 open seats	122 open seats
+35	+24*

*Error in 10 centers show over enrollment - working to address

CONSIDERATION OF NEW SITE REALLOCATIONS

- Can providers with publicly-funded seats transfer some of their seats to a new licensed site?
- Historically, this has happened at least once with the closure of a site who moved children to their other sites. These sites participated in CFR.
- What implications might this have?
- What would this process look like?
- Would new site need to participate in CFR? Would new site need to do a site visit?

IV. 2024-25 UPDATES

2024-2025 ECE Enrollment Calendar (original)

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 ECE Enrollment Calendar (updated)

By April 18, 2024	By April 26, 2024	By April 30, 2024	April 30 - May 12	May 13, 2024	June 30, 2024
First Preliminary Results	**Final preliminary Results**	**Match Results Released**	**Application Management**	**Open Enrollment Begins**	**23-24 Application Closes**
Schools/centers/sites receive rosters to identify possible discrepancies	Schools/centers/sites review rosters and highlight any issues. Final review complete	Families receive notification of match results for LA4, NSECD, EHS, HS Results live in Avela Portal for providers and families	Application period to ensure match launch successfully Schools access rosters and contact families to complete registration Possible redetermination period	New applications begin Continuous verification requests	Families can no longer apply for 23-24

Notes:

23-24 verifications will continue through last day of application

24-25 verifications ongoing

MATCH TIMELINE

- Decision dates for seat allocations for some public-funding streams occur **after** main round and open enrollment waitlist offer dates.
  - **LA4, NSECD**: BESE set to vote on April 9-10
  - **ECEF**: BESE set to vote on June 11-12
  - **CCAP B-3**: no date communicated, this may be June 11-12
  - **City Seats**: date TBD since NOEEN Steering Committee makes this decision
- In December the NOEEN Steering Committee voted on LA4, NSECD, and CCAP B-3 allocations to propose to LDOE and did not vote on any "numbers" for City Seats and ECEF.

MATCH TIMELINE

- As we look at the timeline for making allocations, we cannot make main round offers on April 30 or open enrollment waitlist offers beginning May 13 for **all** funding streams since we will not have all information on seat allocations by either of those dates.
- LA4,NSECD, HS and EHS offers can be made in the main round (April 30) and possibly a handful of City Seats offers.
- Given uncertainty of CCAP B-3 and ECEF funding and seat numbers, we should be conservative with City Seats offers prior to June.

MATCH TIMELINE

- Continuity of Care (Infants, 1s, and 2s aging up) from 2023-24 to 2024-25 as of April 4, 2024 (excluding possible 60 ECEF and 60 CCAP B-3):
  - **City Seats** = 612
  - **ECEF** = 380
  - **CCAP B-3** = 245
- We will need ~1,237-1,357 seats to ensure continuity of care from this year to next year.
- How do we balance setting targets with lack of clarity around funding decisions due to timeline (ECEF and CCAP B-3)?

READY START NETWORK + MILLAGE CAPACITY BUILDING

RSN UPDATES: 2024-26 APPLICATION

- March 25, 2024: Agenda for Children submitted 2024-26 Ready Start Network Lead Agency application.
- May 15, 2024: Notice of recommendation sent to LDOE selected agencies
- June 11, 2024: June BESE meeting and vote on RSNs
- June 14, 2024: BESE approved RSNs notified via email
- July 1, 2024: RSN 2024-26 two-year-term begins

HIGH-QUALITY WORKFORCE

High-Quality Workforce: *A high-quality, highly-compensated workforce with continuous career advancement opportunities.*

- **YouthForce NOLA High School Pathways Research**
  - Research to outline existing funding streams and recommendations for high school pathways
- **Substitute Pool Pilot**
  - There are now 13 Guest Educators in the WillSub+ substitute pool that are ready to substitute at City Seats sites; there are 10 guest educators going through the background check process
  - City Seats directors can request substitutes in Log into WillSub+
- **Early Educator Recruitment Media Campaign**
  - Spring 2024 Campaign runs through April 30
  - Providers encouraged to post job listings on New Orleans Teacher Job Board
    - email info@noeen.org for more information
- **$2.4M City Wage Enhancement**
  - Round 2 wage enhancement payments issued in March
  - 941 teachers received $750 each in Round 2 ($705K total)
  - ~84% of teachers received payments in Round 1 and Round 2 indicating strong retention among this group
  - Wage enhancement funded for 2024-25 in Mayor's Office of Youth and Families FY 2024 budget
  - Summer round to be funded by OYF and Agenda for Children; amount to be determined

SUSTAINABLE + EQUITABLE FUNDING

Sustainable and Equitable Funding: *Increased and more sustainable and equitable funding that addresses immediate needs and long-term system needs.*

- **CCAP B-3 + ECEF**
  - CCAP B-3 allocation decision timelines have not been communicated by LDOE. State may run program in 2024-25. CCAP B-3 enrollment for the 2023-24 program year must end on April 30, 2024.
  - BESE is slated to vote on ECEF funding allocations in June.
- **State-Level Advocacy**
  - Agenda for Children has written three formal letters to LDOE communicating concerns about sustainability of seat funding and reduction of administrative and family burdens for state-funded early childhood seats.
  - Agenda for Children team spoke with LDOE including new Assistant Superintendent of Early Childhood

COMPREHENSIVE + COORDINATED SERVICES

Comprehensive and Coordinated Services: *Comprehensive and coordinated services and supports for families with young children.*

- **Awareness of Available Services: AnLar Wizard**
  - Interactive resource guide for families and providers focused on supporting young children with behavioral challenges, developmental delays, or disabilities launching Spring 2024.
- **Gap/Need: Community Resource Map**
  - Community partner to support the creation, upating, and/or dissemination of a comprehensive resource guide for all NOEEN partners to share and identify available resources and “wraparound services” for families in employment training, financial assistance, health, housing, and a variety of social services.

INFORMED + ENGAGED COMMUNITY

Informed and Engaged Community: *An informed and engaged community with a strong and diverse coalition for policy advocacy.*

- **Website**
  - NOEEN website (www.noeen.org) to launch Spring 2024
  - Audiences include directors, teachers, job seekers, families, and communities
  - What would folks like to see?
- **Comprehensive Zoning Ordinance (CZO) Reforms**
  - 2/6/2024 approval of reforms to reduce burden on early learning providers

QUALITY + INCLUSIVE PROGRAMS

Quality and Inclusive Programs: *Supports to improve and sustain quality and inclusive programs that meet all children's developmental needs*

- **Differentiated Funding Formula / Wraparound Services for Children with Special Needs**
  - Agenda for Children exploring Differentiated Funding Formula to increase funding and access to support for children with special needs.
  - Without explicit wraparound services as in City Seats, EHS, and HS, need for NOEEN to identify funding and support mechanisms for children (specifically ECEF and CCAP B-3) to center equity
- **Gap/Need: Comprehensive Measurement of Instructional Quality and Impact**
  - Need to define what quality looks like in early childhood education and map to CFR.
- **Gap/Need: Dual Language Learners**
  - Advocate for expanded, better coordinated, improved services for children with disabilities and Dual Language Learners
  - Establish a centralized interpretation line for providers and the families of Dual Language Learners to minimize language barriers
  - Provide targeted supports for multilingual educators and providers to serve Dual Language Learners and immigrant families, including training & PD for providers

V. SUBCOMMITTEE + WORKING GROUP REPORTS

EXECUTIVE SUBCOMMITTEE

REVISION OF BYLAWS

- Adds clarity to Officer responsibilities and adds new Officer role of Parliamentarian
- Defines cascading Officer structure and streamlines Officer term limits to two years each
- Requires at least 2 of 4 officers be term-limited appointments in order to promote equal representation of members (i.e. providers/families and public administrators)
- Provides that if a Steering Committee member's term limit expires while they are serving in an Officer role, their term limit shall be extended through the conclusion of their full service as an Officer and expire with the conclusion of their term as Past Chair.

VOTE ON REVISION OF BYLAWS

- Discussion
- Public Comment
- Vote
    - Motion is to approve the proposed revisions to the NOEEN Steering Committee bylaws.

FAMILY ENGAGEMENT SUBCOMMITTEE

WORKFORCE TASK FORCE

ORLEANS PARISH WORKFORCE TASK FORCE PLAYBOOK

- As of April 2024, over 80% of strategies are in progress or complete.
  - **3** of 21 strategies complete
  - **15** of 21 strategies in progress
  - **4** of 21 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.***
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 disbursed CDA/ECAC subsidies.***
4. **IN PROGRESS** Remove barriers to continuing education and professional development.
    - ***Agenda disbursed CDA/ECAC subsidies.***
5. **IN PROGRESS** Increase mentorship opportunities for early childhood educators currently in the sector.
    - ***Agenda disbursed CDA/ECAC subsidies.***
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. **NOT YET STARTED** Map the local benefits landscape and prioritize a hierarchy of benefits for local educators.
17. **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.***
18. **NOT YET STARTED** Identify sustainable infrastructure for offering shared services for most in-demand benefits.
19. **IN PROGRESS** Advocate for local policies that provide sustainable and increased funding to increase educator salaries and benefits.
    - ***Early educator wage enhancement extended through 2025.***
20. **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.***
21. **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***

FACILITIES WORKING GROUP

FACILITY WORKING GROUP UPDATE

Membership

- Working Group has 20 members including representatives of the following: providers (5), Agenda for Children (5), City of New Orleans officials (3), non-profits (3), real estate developers (2), and consultants (2)

Meetings

- Held first meeting on April 1, 2024
- Next meeting: May 6, 2024

Work Plan/Timeline

- Will meet monthly to provide input to NORA on Facilities Grant Program
- First meeting discussed goals, eligibility, and different levels for the Facility Grant Program
- Next meeting will review the detail of the grant's policies & procedures and application
- NORA is aiming for Q2/Q3 of 2024 to open the grant application

VI. OPEN FORUM

FUTURE MEETINGS

FUTURE MEETINGS

Steering Committee Meetings

- **May 15, 2024**
  - 9-11 a.m. at NOLA PS
- **June 12, 2024**
  - Time and Venue TBD

Coordinated Enrollment Subcommittee Meetings

- **May 6, 2024**
  - 8:30-10 a.m. at NOLA-PS
- **June 3, 2024**
  - 8:30-10 a.m. at NOLA-PS

Family Engagement Subcommittee Meeting

- **TBD**

VII. ADJOURNMENT