



## **Leandro Recommendations NCDHHS Updates**

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Chief Deputy Secretary for Opportunity and Well-Being,  
NCDHHS

### **Governor’s Commission on a Sound Basic Education**

June 29, 2021



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## **North Carolina Child Care Snapshot Pre/During/“Post” COVID-19**

### **Prior to COVID-19**

- **265,000** children enrolled in regulated child care, 25% receiving subsidy
- 5,746 licensed child care facilities
- 76% centers/255,600 children
- 24% homes/9,900 children
- **41,000** teachers and staff

### **December 2020**

- **126,000** children enrolled in regulated care
- Open facilities
  - Centers 93%
  - Homes 97%
- **39,000** teachers and staff

### **April 2020**

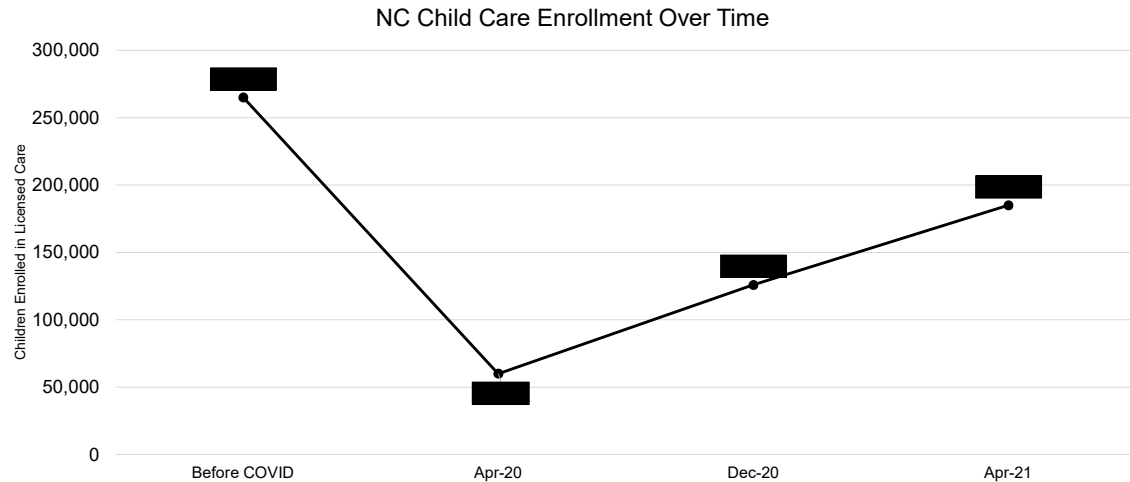
- **60,000** children enrolled in regulated child care
- Subsidy stabilized + co-pays
- Open facilities
  - Centers 49%
  - Homes 87%
- **20,000** teachers and staff

### **April 2021**

- **185,000** children enrolled in regulated care
- 70% total pre-pandemic enrollment; 100% pre-pandemic subsidy enrollment
- Open facilities
  - Centers 93%
  - Homes 97%
- **39,000** teachers and staff

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## Child care enrollment is recovering – but more slowly than it fell



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## Leandro Early Childhood Components



### Early Childhood 8-Year Plan

- **High-Quality Early Learning from Birth** | Increase opportunities for high-quality early learning for children at risk, starting from birth
- **NC Pre-K** | Expand the NC Pre-K program to provide high-quality, full-year services to 75 percent of eligible 4-year-old children
- **Early Intervention** | Expand the NC Infant-Toddler Program to provide high-quality early intervention services for children with special needs and increase access to services
- **Smart Start** | Incrementally scale up the Smart Start program to increase quality, access, and support for all children and families, especially in under-resourced communities
- **Early Childhood Educators** | Increase the volume and quality of the early childhood educator pipeline.
- **Elementary Schools** | Ensure quality transitions and alignment from early childhood programs to K-3 classrooms and strengthen elementary schools' readiness to support all children to achieve early grade success
- **Early Childhood Data** | Facilitate reliable access to high quality data supporting early childhood education

Read the entire *Leandro* plan here: [https://www.scribd.com/document/499312336/Leandro-Comprehensive-Remedial-Plan#from\\_embed](https://www.scribd.com/document/499312336/Leandro-Comprehensive-Remedial-Plan#from_embed)

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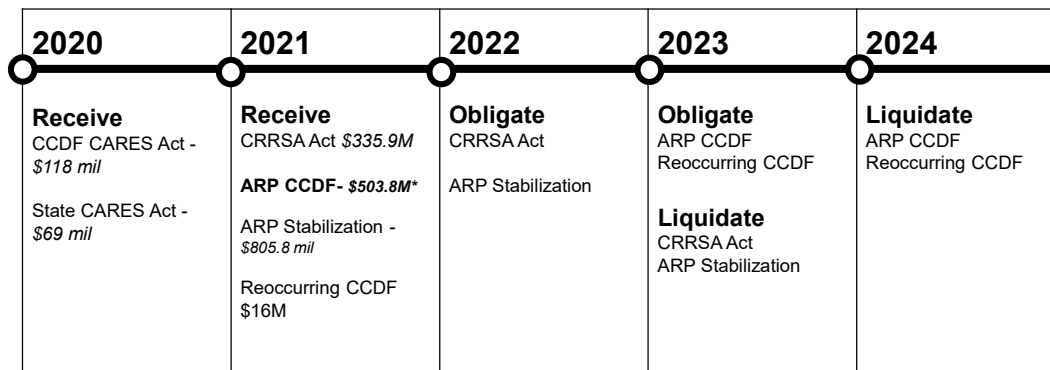
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## DCDEE took proactive steps to begin *Leandro* work through federal funding from Preschool Development Grant (PDG)

- **2019 – Division of Child Development & Early Education awarded \$45 mil**
  - Federal funding from HHS, Administration for Children and Families
  - To use over 3 years
  - For strategic investments in NC’s early childhood education system
- **DCDEE received approval in 2019 to plan and implement six early childhood activities aligned to anticipated *Leandro* areas of focus:**
  - Activity 3.1: Family Connects Home Visiting Pilot
  - Activity 4.2: Transition to Kindergarten
  - Activity 5.2: Infant/Toddler Feasibility & Cost Study
  - Activity 5.6: Alternative Market Rate Model Study
  - Activity 6.1: NC Early Childhood Integrated Data System (ECIDS)
  - Activity 6.4: Local Data Informed Strategic Planning

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## Federal COVID Relief Funding for Child Care



\*Flexible use, not yet appropriated by General Assembly

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<b>Leandro Priority Investments 2021-2023</b>		
<b>Leandro Plan Early Ed. Priorities</b>	<b>Governor Cooper's Proposed Budget</b>	<b>NCGA Senate Budget</b>
<b>High Quality Early Learning From Birth</b>	<ul style="list-style-type: none"> <li>• \$20M – Child care subsidy (<i>Recurring</i>)</li> <li>• \$200M – Child care subsidy (<i>CCDF ARP</i>)</li> <li>• \$9M – Build supply of family child care homes (<i>CCDF ARP</i>)</li> <li>• \$15M – Quality improvement technical assistance (<i>CCDF ARP</i>)</li> <li>• \$805M – Child Care Stabilization Grants (<i>ARP Stabilization Grant</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• \$502.8M – Child care subsidy, family co-pay, possibly teacher bonuses (<i>CCDF ARP</i>)</li> <li>• \$805M – Child Care Stabilization Grants (<i>ARP Stabilization Grant – SB 172 passed</i>)</li> </ul>
<b>NC Pre-K</b>	<ul style="list-style-type: none"> <li>• \$40M – Slot expansion (<i>State ARP</i>)</li> <li>• \$9.75M – Slot expansion (<i>Recurring</i>)</li> <li>• \$50.3M – Increase slot reimbursement rate by 16% (<i>Recurring</i>)</li> <li>• \$11.85M – Administrative rate increase (<i>Recurring</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• \$8.7M – Slot rate increase (<i>Recurring</i>)</li> </ul>
<b>Early Intervention</b>	<ul style="list-style-type: none"> <li>• \$18.4M – Expand 0-3 early intervention (<i>Recurring</i>)</li> </ul>	
<b>Smart Start</b>	<ul style="list-style-type: none"> <li>• \$40M – Smart Start (<i>Recurring</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• \$30M – Smart Start (<i>Non-recurring</i>)</li> </ul>
<p>RED: Not funded in Senate Budget            BLUE: Different use/type/amount of funding proposed in Senate Budget</p>		
<p>North Carolina Department of Health and Human Services, Division of Child Development and Early Education <span style="float: right;">7</span></p>		

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<b>Leandro Priority Investments 2021-2023</b>		
<b>Leandro Plan Early Ed. Priorities</b>	<b>Governor Cooper's Proposed Budget</b>	<b>NCGA Senate Budget</b>
<b>Early Childhood Educators</b>	<ul style="list-style-type: none"> <li>• \$175M – Workforce recruitment and retention (<i>CCDF ARP</i>)</li> <li>• \$25M – Telemedical/tele-mental health care services, HC navigators (<i>CCDF ARP</i>)</li> <li>• \$11M – Innovations in higher ed access (<i>State ARP</i>)</li> <li>• \$21M – T.E.A.C.H. Early childhood scholarships for college tuition (<i>State ARP</i>)</li> <li>• \$8M – PD on trauma informed care, early childhood mental health (<i>CCDF ARP</i>)</li> <li>• \$1.75M – Develop and scale early childhood workforce development (<i>Recurring</i>)</li> <li>• \$36M – Expand child care WAGE\$ program statewide (<i>Recurring</i>)</li> <li>• \$9.2M – B-K licensed teacher pay parity with K-12 (<i>Recurring</i>)</li> </ul>	
<b>Transitioning to Elementary School</b>	<ul style="list-style-type: none"> <li>• Funded with PDG</li> </ul>	
<b>Early Childhood Data</b>	<ul style="list-style-type: none"> <li>• \$59M – Technology improvements to better track ECE outcomes (<i>CCDF ARP</i>)</li> <li>• \$1.82M – Early childhood workforce data system (<i>Recurring</i>)</li> </ul>	
<p>North Carolina Department of Health and Human Services, Division of Child Development and Early Education <span style="float: right;">8</span></p>		

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*Questions?*



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## APPENDIX

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## Leandro Plan: 8 Year Actions for Early Childhood

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### Expand the NC Pre-K program to provide high-quality, full year services to at least 75 percent of eligible four-year-old children in each county.

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Expand NC Pre-K through incremental rate and slot increases.	➤	➤	➤	➤	➤	➤	➤	➤	\$0	\$421,023,290
Increase state level staffing.				➤	➤	➤	➤	➤	\$0	\$300,000
Implement policy for teacher licensure and pay.							N/A	N/A	\$0	\$0
Implement strategies to ensure equity of access.			N/A	N/A	N/A	N/A	N/A	N/A	\$0	\$0
Continue an ongoing annual evaluation.		●	●	●	●	●	●	●	\$0	\$0
Conduct a feasibility study for new funding model.			●	●					\$0	\$0
Conduct a transportation study.			●	●					\$0	\$0
Provide transportation for all NC Pre-K enrollees.					➤	➤	➤	➤	\$0	\$64,562,047

KEY	
[Blank cell]	No action planned for this fiscal year
N/A	There are no costs associated with this action step.
●	This action step is achievable within existing funds.
TBD	Cost estimates for this action step will be determined on the basis of a study, analysis, or pilot implementation.
●	This action step requires a non-recurring appropriation.
➤	This action step requires incremental recurring increases in funding.
➤	This action step requires a recurring appropriation to achieve the stated goal.

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**Increase high-quality early learning opportunities for children from birth.**

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Implement a feasibility study for a state model for early learning programs for eligible children birth through age three.	●	●							\$0	\$0
Conduct a pilot of the state model for eligible children birth through age three.				➤	➤	➤	➤	➤	\$0	\$75,237,529
Conduct an evaluation of the pilot.				➡	➡	➡	➡	➡	\$1,250,000	\$0
Implement a child care subsidy study.	●	●							\$0	\$0
Implement child care subsidy improvements and increase funding.		➤	➤	➤	➤	➤	➤	➤	TBD	TBD
Implement a pilot of Family Connects universal home visiting model.		●	●						\$0	\$0
Expand the Family Connects universal home visiting model.				➤	➤	➤	➤	➤	\$0	\$78,660,000

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**Expand and improve access to individualized early intervention services and support to families with eligible children birth to age three**

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Provide funding for staffing, interpreter services, a centralized provider network system, professional development, and addressing salary inequities.	➤	➤	➤	➤	➤	➤	➤	➤	\$0	\$20,000,000
Conduct a cost study for expanding eligibility.		■							\$150,000	\$0
Conduct infrastructure readiness assessment for expanding eligibility.		■							\$100,000	\$0
Solicit stakeholder feedback for expanding enrollment.			●	●	●	●	●	●	\$0	\$0
Work with the US DOE to change eligibility criteria.			N/A	N/A	N/A	N/A	N/A	N/A	\$0	\$0
Provide professional development.			➤	➤	➤	➤	➤	➤	\$0	\$450,000
Scale up early intervention services for children birth to age three who meet expanded eligibility criteria estimating an additional 10,000 children per year.					➤	➤	➤	➤	\$0	\$216,672,000

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**Incrementally scale up the Smart Start program to increase quality, access, and support for all children birth to age five and families, especially those in under resourced communities.**

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Incrementally increase funding annually.	↗	↗	↗	↗	↗	↗	↗	↗	\$0	\$532,000,000
Revise Smart Start's county needs formula.	●	●	●						\$0	\$0
Recommend readjustments to local planning and funding requirements.		●	●	●	●	●	●	●	\$0	\$0
Continue an ongoing annual evaluation.	●	●	●	●	●	●	●	●	\$0	\$0

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**Increase the volume and quality of the early childhood educator pipeline**

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Expand participation statewide in Child Care WAGE\$ salary supplements.	↗	↗	↗	↗	↗	↗	↗	↗	\$0	\$33,454,262
Promote the NC Model Salary Scale for Early Education Teachers.		●	●	●	●	●	●	●	\$0	\$0
Develop state plan for progress on teacher education, salary and benefits.		●	●	●	●	●	●	●	\$0	\$0
Develop plan for an early childhood teacher preparation program that provides community college tuition.			●	●	●	●	●	●	\$0	\$0
Implement recruitment strategies and professional development.		↗	↗	↗	↗	↗	↗	↗	\$0	\$8,750,000

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**Ensure quality transitions and alignment from early childhood programs to K-3 classrooms and strengthen elementary schools' readiness to support children to achieve early grade success.**

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Implement a Pre-K to K Transitions pilot program.	●	●	●						\$0	\$0
Incrementally scale up the Pre-K to K Transitions program to all districts.				➡	➡	➡	➡	➡	\$0	\$5,000,000
Establish requirements for Pre-K to K transition plan for each child.			●	●	●	●	●	●	\$0	\$0
Provide support for local professional development on Pre-K to K transition planning.				TBD	TBD	TBD	TBD	TBD	TBD	TBD
Provide technical assistance for local collaborative family engagement plans for birth through third grade.				➡	➡	➡	➡	➡	\$0	\$200,000
Align the NC Early Learning Inventory with birth through third grade learning standards.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$0	\$0
Develop implementation fidelity measures for the NC Early Learning Inventory and evaluate effectiveness.		●	●	●	●	●	●	●	\$0	\$0
Replace the Kindergarten diagnostic with extended version of NC Early Learning Inventory.			●	●	●	●	●	●	\$0	\$0
Provide support for professional development in implementing the NC Early Learning Inventory as intended.		●	●	●	●	●	●	●	\$0	\$0
Revisit the NC Early Learning Inventory and Read to Achieve legislation, policies to establish an aligned formative and summative assessment continuum.			●	●	●	●	●	●	\$0	\$0

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**(Pt. II) Ensure quality transitions and alignment from early childhood programs to K-3 classrooms and strengthen elementary schools' readiness to support children to achieve early grade success.**

Establish an Early Childhood Education Expert Advisory Team to identify target districts/schools for multi-tiered support.				TBD	TBD	TBD	TBD	TBD	TBD	TBD
Implement targeted professional development plans for each identified district/school.	Implementation timeline and cost estimates are in the Finance and Resources section									
Incrementally increase funding for teacher assistants.	Implementation timeline and cost estimates are in the Finance and Resources section									
Require that prekindergarten and kindergarten classrooms have full-time teacher assistants.		N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$0	\$0
Incrementally increase funding for school counselors, nurses, social workers and psychologists.	Implementation timeline and cost estimates are in the Finance and Resources section									

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**Facilitate reliable access to high-quality data supporting early childhood education.**

Action Steps	Year 1 FY2021	Year 2 FY2022	Year 3 FY2023	Year 4 FY2024	Year 5 FY2025	Year 6 FY2026	Year 7 FY2027	Year 8 FY2028	Total Estimated Costs (NR)	Total Estimated Costs (R)
Implement a real-time workforce data system.	➔	➔	➔	➔	➔	➔	➔	➔	\$1,500,000	\$250,000
Expand and improve the NC Early Childhood Integrated Data System and the NC Early Childhood Action Plan data dashboards.		●	●	➔	➔	➔	➔	➔	\$0	\$200,000
Provide technical assistance to build local capacity to use quality early childhood data.		●	●	➔	➔	➔	➔	➔	\$0	\$150,000
Connect early childhood data to the Education Longitudinal Data System (ELDS).				➔	➔	➔	➔	➔	\$0	\$500,000
Implement a real-time data collection and sharing process to identify children eligible for early childhood programs.				➔	➔	➔	➔	➔	\$500,000	\$250,000

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