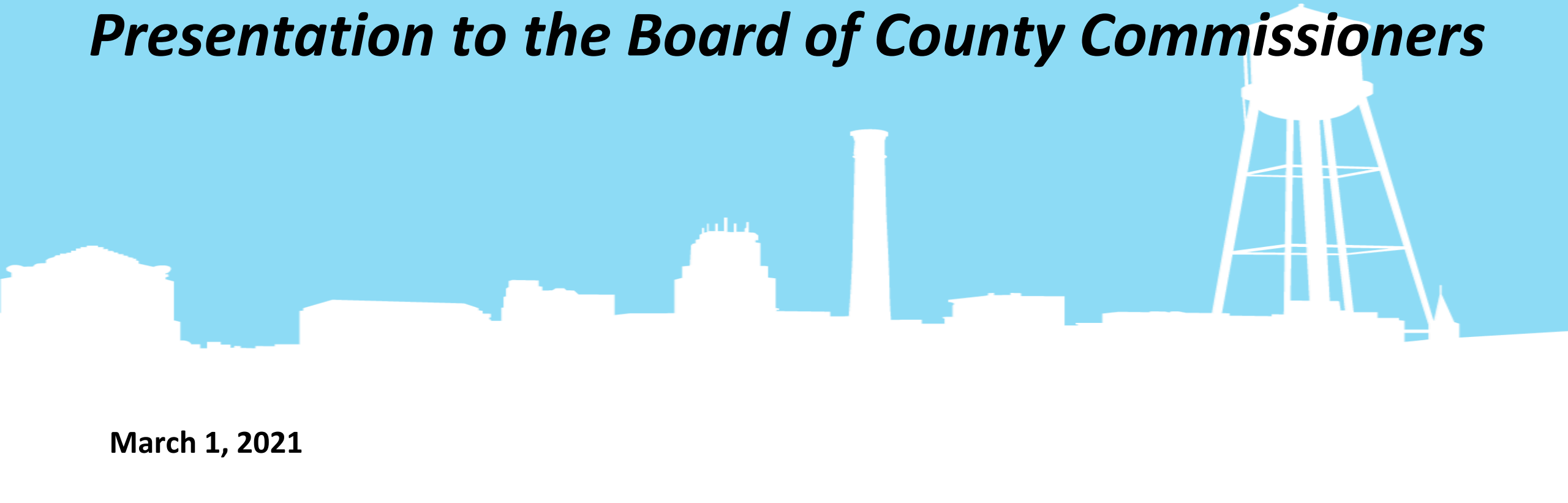


# **Durham's Early Childhood Action Plan**

## ***Presentation to the Board of County Commissioners***



**March 1, 2021**

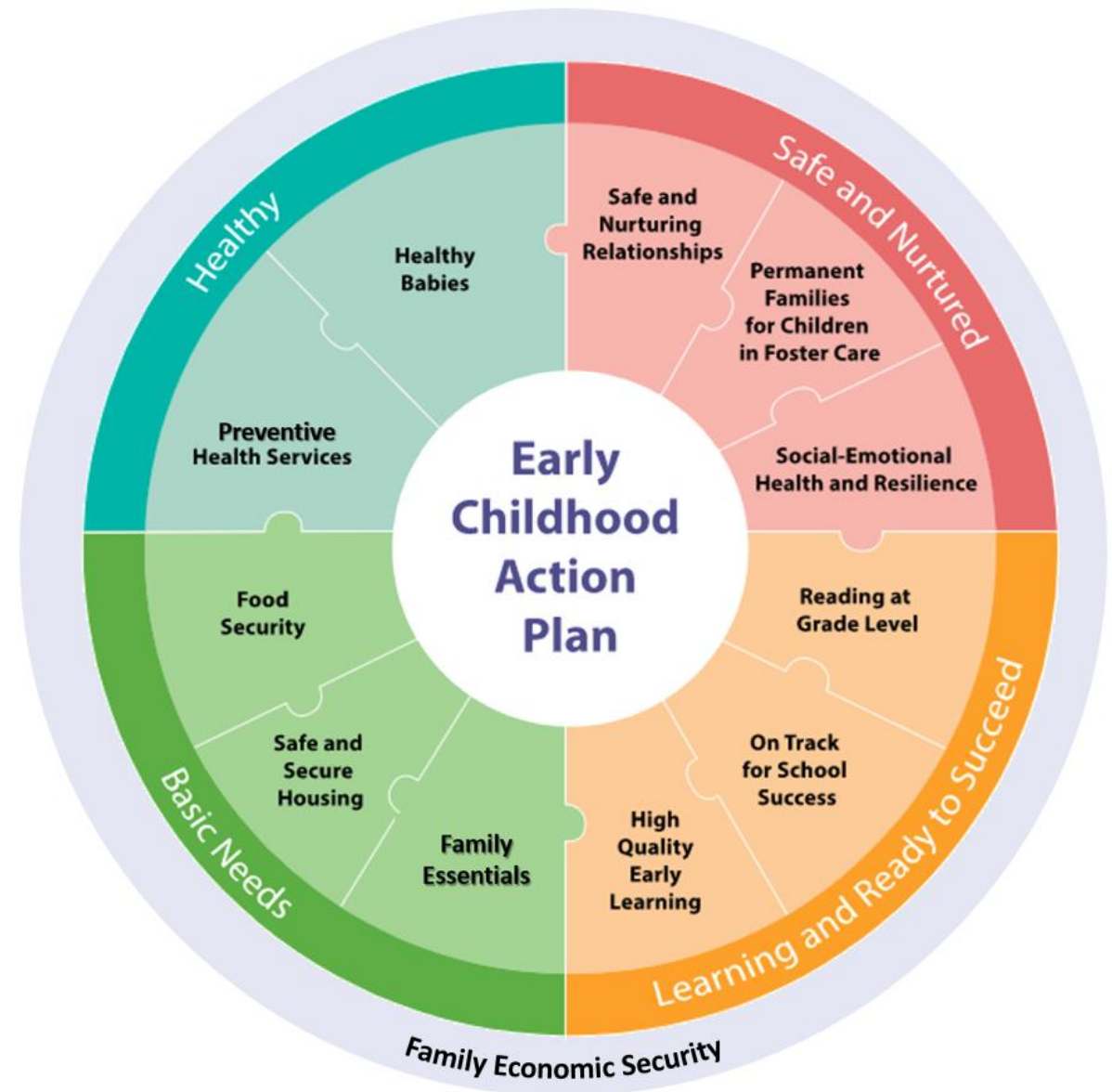
# What We Will Share Today

- ✓ Review of planning efforts to date
- ✓ Overview of all ECAP recommendations
- ✓ Potential uses for initial County funding for the ECAP
- ✓ Next steps in action planning

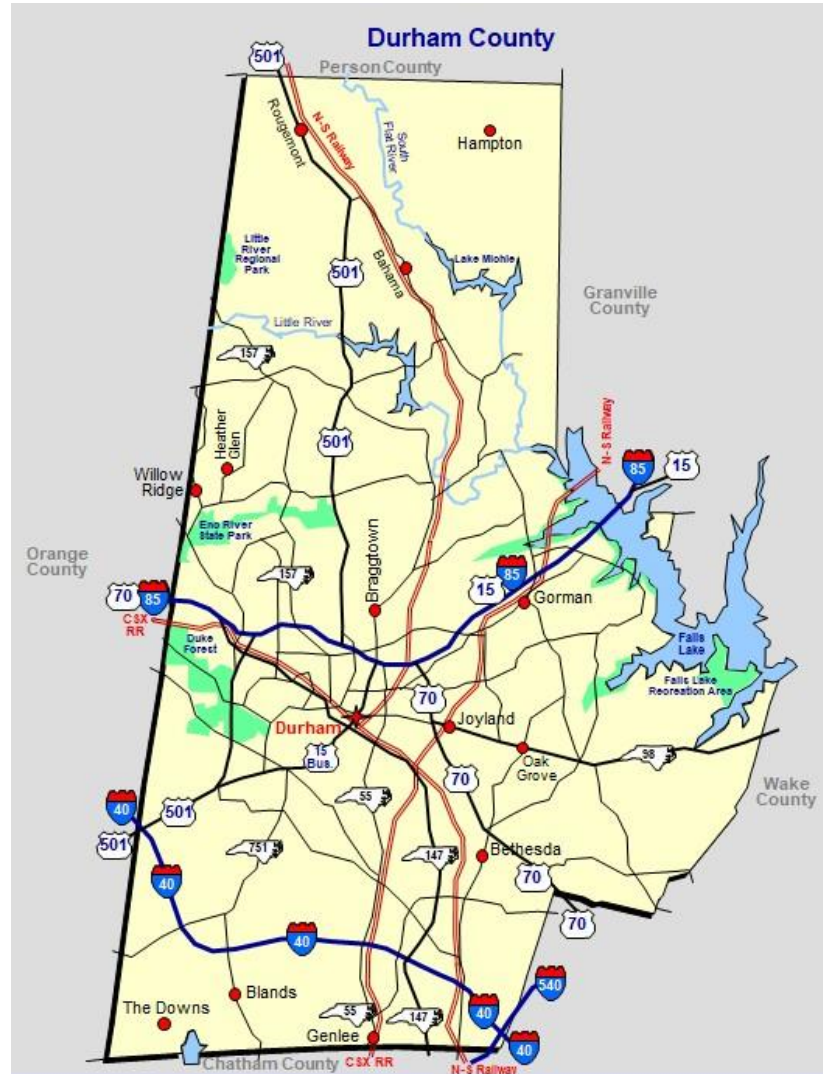
# NC Early Childhood Action Plan (ECAP) Vision

“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



# Durham's Early Childhood Action Plan



Develop a Durham County Early Childhood Action Plan (ECAP) that, when implemented, will result in an aligned and sustainable early childhood ecosystem that improves and addresses disparities in early childhood outcomes in Durham County.

# 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."

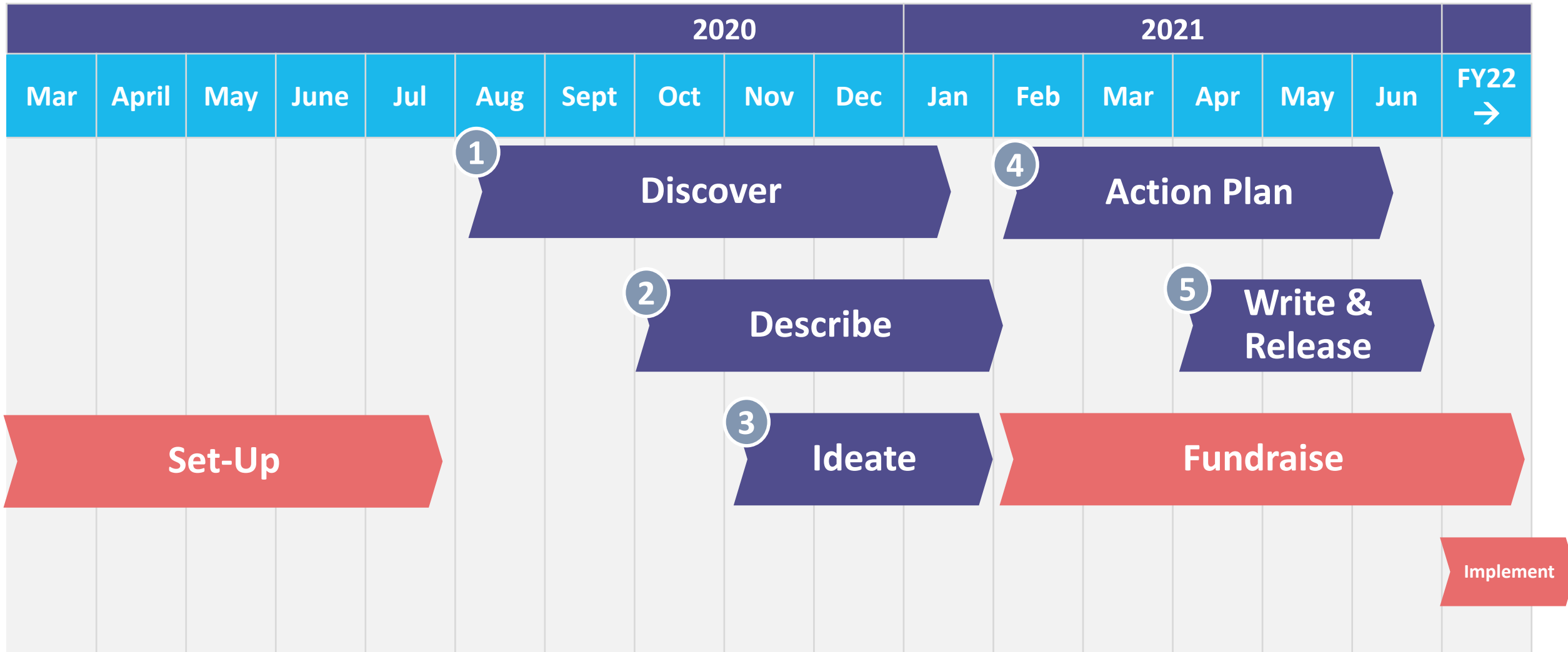
## Collective Impact

Braided funding strategy (public and philanthropic resources) to support the implementation.



Collective implementation of the recommended strategies.

# Durham ECAP Timeline



# A Community-Wide Effort

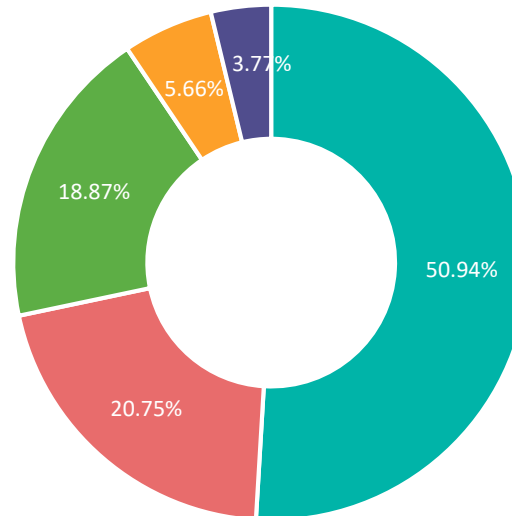
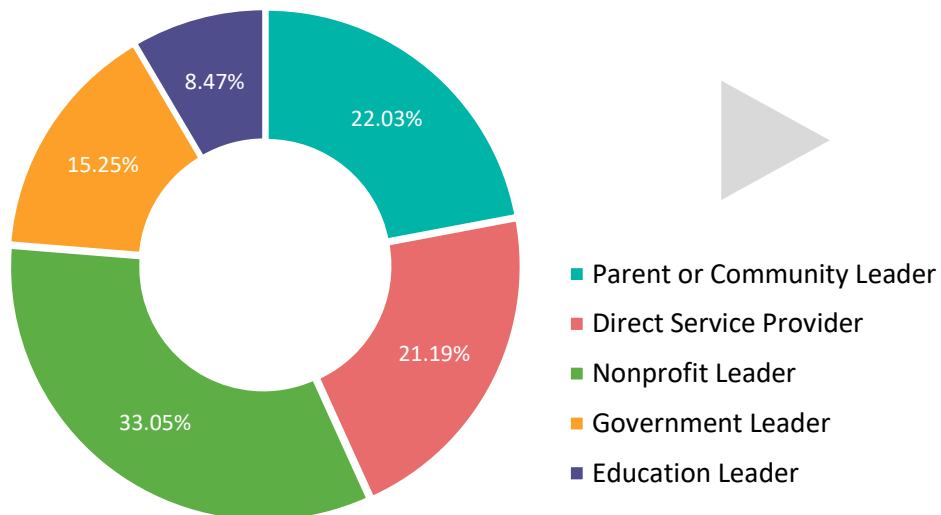
**15** *Early Childhood Systems Leaders formed the Governing Body*

**15** *Co-Chairs of 4 Workgroups*

**100+** *Participants in 4 Workgroups*

**23** *Reviewers of 21 Action Planning Teams*

**80+** *Participants in 21 Action Planning Teams*



**1000+**

*Parents and Community Members Who Provided Input through Focus Groups, Community Listening Sessions and Surveys*

# Co-Creating 21 Durham ECAP Recommendations

1

100+ people came together into 4 ECAP Workgroups.



Healthy

Safe & Nurtured

Basic Needs

Learning & Ready to Succeed

2



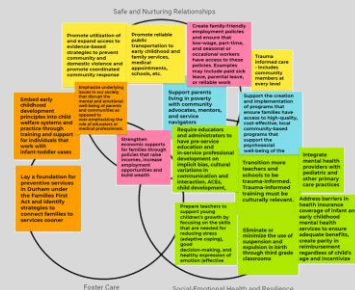
Examined local and comparative data for each of the 12 goals.



Identified strengths & challenges of Durham's Early Childhood System to meet the 12 goals.

3

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



4



80+ highest priority strategy were re-organized into 21 ECAP Recommendations. Action planning teams are building out detailed action plans for each recommendation.



# 21 ECAP Recommendations

Cross-Workgroups

Healthy

Basic Needs

Safe & Nurtured

Learning & Ready

Address Institutional Racism as a Root Cause and Share Power with Parents and Communities

Ensure Early Childhood Professionals Across Sectors are Respected, Well-Compensated, Highly Trained and Reflect the Communities They Serve

Facilitate Data Sharing Between Agencies and with Communities to Better Understand Areas of Greatest Need, Track Progress, and Promote Transparency and Accountability

Increase Resource Awareness and Create an Easily Navigable Service System for Families with Young Children

Advocate for Workplaces that Understand and Support the Needs of Families with Young Children

Provide Reliable and Free or Low-Cost Transportation to Early Childhood Services

Ensure Early Childhood Services Are Accessible and Welcoming to Families Regardless of Immigration Status or English Language Proficiency

Expand Opportunities for Accessible, Inclusive, Safe and Family-Friendly Enrichment Activities and Public Spaces

Ensure Families with Young Children Have Economic Security and Opportunities for Wealth-Building and Long-Term Economic Prosperity

Promote Access to Safe, Stable, Affordable, and Healthy Housing for Families with Young Children

Ensure Families with Young Children Have Access to Enough Affordable, Culturally-Relevant, Healthy Food Every Day

Ensure Families Have the Essential Family Supplies Needed to Support Pre- and Post-Partum Health and to Care for Babies and Young Children

Create and Implement Standards for Culturally-Affirming, Anti-Racist Maternal and Child Healthcare

Ensure Families Have Access to Convenient, Affordable, Preventive and Responsive Maternal and Child Healthcare

Ensure Birth – 3rd Grade Classrooms and Schools Are Trauma-Informed, Culturally Affirming, and Focused on Social-Emotional Health

Promote Preventive and Responsive Approaches to Foster Social-Emotional, Mental Health and Resilience of Young Children and Their Families

Reimagine Child Protective Services to Become More Trauma-Informed, Anti-Racist, and Focused on Prevention

Invest in a Sustainable Child Care System to Provide Developmentally-Appropriate Early Learning Experiences that are Affordable and Accessible to All

Develop A Coordinated Transition Between Early Childhood Education and K-12 Education

Ensure Children with Developmental Delays or Disabilities Learn in Environments Where They Can Thrive and Their Families Have the Support They Need to Advocate and Care for Their Children

Promote and Support Early Literacy for Young Children Starting at Birth in Partnership with Parents, Guardians and Caregivers

# Criteria to Identify Highest Priority ECAP Recommendations for County Investment

- ✓ Supports COVID-19 recovery
- ✓ Addresses racial inequities and root causes
- ✓ Emphasized by parents/communities most impacted
- ✓ Identified by multiple workgroups as high priority
- ✓ Addresses gaps in current funding and supports

# Highest Priority Areas for Investment Based on the Criteria

- Child care recovery efforts
- Housing and economic stability to reduce ACEs
- Child and family social-emotional health, trauma-informed care, and resilience
- Efforts to disrupt institutional racism and share power with parents experiencing challenges and disparities in outcomes in our early childhood system

# Next Steps to Build Out Action Plans

- Action Planning teams are reviewing local data in Durham, findings from parent and community outreach, and strategies and recommendations from existing reports to build out action plans for each of the 21 Durham ECAP recommendations
- Action plans will include:
  - Steps to implement
  - Projected timelines
  - Resource and cost requirements
  - Potential metrics
  - Potential roles and responsibilities of communities and partners in implementing action plans

## ACTION PLANNING TEAMS

Action Planning Teams made up 4-7 people with diverse perspectives and experiences will identify strategies and draft action plans that will bring each Durham ECAP recommendation to life.

Anti-Racist  
Healthcare

Healthcare  
Access

Anti-Racism &  
Power Sharing

Data Sharing

Resource  
Awareness &  
Service  
Navigation

Economic  
Prosperity

Housing

Food Security

Essential Family  
Supplies

Transportation

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

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

## REVIEW TEAMS

Review Teams made up 6-9 providers and parents serve as thought partners to Action Planning Teams, making connections and providing additional perspectives to strengthen the plans.

**HEALTHY REVIEW TEAM**

**BASIC NEEDS REVIEW TEAM**

**SAFE & NURTURED REVIEW TEAM**

**LEARNING & READY REVIEW TEAM**

## 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 and Review Teams. They provide relevant research and data, facilitative and technical support, coordinate and engages stakeholders, and incorporate everything into the final plan.

**THANK YOU!**



# APPENDIX



# Child Care Recovery

## Why Now

- COVID-19 has placed immense pressure on child care providers as many are operating at reduced capacity due to COVID-19 restrictions.
- As of October 2020, 23 percent of child care facilities in Durham were closed – some have closed permanently and more will follow without significant investment.
- Durham County's youngest learners depend on high-quality early learning environments during these formative early years of brain development and primary caretakers depend on consistent child care so they can work or pursue their education. Preliminary data shows that 13 percent of working parents nationally either cut back their hours or stopped working due to a lack of child care during the pandemic.<sup>1</sup> Women have been far more likely to leave their jobs during the pandemic. In September alone, about 865,000 women dropped out of the workforce compared to 216,000 men according to data from the U.S. Bureau of Labor. Women of color are disproportionately harmed by lost child care slots.

**"We need bonuses for teachers and funding and supplies." – Durham Child Care Director**

**"I wanted to seek child care for my children to be able to look for work and they denied it." – Durham Parent**

## Alignment with Durham ECAP Recommendations

- Invest in a **Sustainable Child Care System** to Provide High Quality, Developmentally-Appropriate Early Learning Experiences that are Accessible to All
- Ensure Families with Young Children Have Economic Security and Opportunities for Wealth-Building and Long-Term **Economic Prosperity**

## Types of Strategies

- Providing financial support for childcare sites to avoid closure
- Extending child care subsidies to qualifying parents who are looking for work



# Housing and Economic Stability to Reduce Adverse Childhood Experiences

## Why Now

- Economic downturns are hardest on people who face the most significant barriers to economic opportunity and the COVID-19 recession is no exception. Black and Hispanic workers are unemployed at higher rates than white workers nationally.<sup>1</sup>
- Those doing the most vital frontline work during this pandemic are paid on average more than \$10,000 less a year than what it takes to cover basic needs in North Carolina.<sup>2</sup>
- Housing prices have continued to rise during the pandemic – the national average rent for a 1-bedroom apartment rose by less than one percent between March and August, while in Durham it rose a striking 34 percent, particularly harming longtime Black residents in Durham.<sup>3</sup>
- As moratoriums on evictions and student debt repayments end, families are concerned with how they will make rent payments and provide for their families.

**“Low paying jobs make it hard to support my family.”**  
– *Durham Parent*

**“Difficult to get housing. Even a 1 bedroom is unaffordable.”** –  
*Durham Parent*

## Alignment with Durham ECAP Recommendations

- Promote Access to **Safe, Stable, Affordable, and Healthy Housing** for Families with Young Children
- Ensure Families with Young Children Have Economic Security and Opportunities for Wealth-Building and Long-Term **Economic Prosperity**
- Advocate for **Workplaces that Understand and Support the Needs of Families** with Young Children

## Types of Strategies

- Provide public rent, mortgage and tax relief and assistance
- Provide county-level worker wage supplements, reducing household expenses and services, expanding employer supports, and protect households from debt, fines and fees
- Build a Durham coalition to advocate for family-friendly workplaces in Durham

# Child and Family Social-Emotional Health

## Why Now

- COVID-19 has disproportionately harmed Durham's families of color, both in direct health impacts and the indirect impacts of increased housing, food and economic insecurities.
- All of these events are categorized as adverse childhood experiences which, if left unaddressed, alter brain development, affect how the body responds to stress, and will leave Durham's children more susceptible to chronic health problems, mental illness, substance use and more later in life.
- We must take a community-wide approach to building resilience through trauma-informed care for children and their families.

**"I'm going crazy not being around adults and keeping up with school, night shifts, and getting support for my youngest with a developmental delay. My own mental health is a big barrier."**  
– *Durham Parent*

**"Our kids are really going through it right now. It's hard."**  
– *Durham Parent*

## Alignment with Durham ECAP Recommendations

- Promote Preventive and Responsive Approaches to Foster **Social-Emotional, Mental Health and Resilience** of Young Children and Their Families
- Ensure Birth – 3rd Grade Classrooms and Schools Are **Trauma-Informed, Culturally Affirming, and Focused on Social-Emotional Health**

## Types of Strategies

- Ensure families have access to high-quality, cost-effective, local community-based programs that support the psychosocial well-being of the primary adult caregivers and contribute to building resilience and reducing family stress
- Promote trauma-informed care for adult caregivers and young children that includes community members at every level

# Disrupt Institutional Racism and Share Power with Parents

## Why Now

- Building off of the Durham Racial Equity Task Force's work, it has been critical for the development of the Durham Early Childhood Action Plan to deeply engage Durham's parents, guardians and caregivers of young children as experts and decision-makers.
- We can and must do better, and equitable engagement requires funding to ensure we appropriately value the time and expertise of Durham's parent leaders and lift up their solutions.

## Alignment with Durham ECAP Recommendations

- Address Institutional Racism as a Root Cause and **Share Power with Parents and Communities**

## Types of Strategies

- Include and compensate parents and communities most impacted as shared partners in the decision-making about funding and implementation of the Durham ECAP
- Anti-racist and culturally affirming training for early childhood professionals across sectors

"Include and involve those with lived experience at the beginning and give them decision making power. **SHARE THE POWER.**" – *Durham Parent*

"I want to see programs catered for and led by people of color." – *Durham Parent*

"Anti-racism training for doctors and resident students dealing with Medicaid patients." – *Durham Parent*