Mission: To promote high-quality school readiness, voluntary pre-kindergarten and after school programs, thus increasing all children’s chances of achieving future educational success and becoming productive members of society. The Coalition seeks to further the physical, social, emotional and intellectual needs of Miami-Dade and Monroe County children with a priority toward the ages before birth through age 5.

Monroe County Advisory Committee Meeting
March 15, 2022; 1pm
Zoom Meeting ID: 985 8956 0530
Passcode: 462762168

I. Welcome & Introductions
   Sandi Bisceglia, Chair

II. Approval of Minutes
    Sandi Bisceglia, Chair

   Approval of October 12, 2021 Meeting Minutes
    Sandi Bisceglia, Chair

III. Chair Updates
     Sandi Bisceglia, Chair
     A. Recognition of Marla Russell
     B. Recognition of Stephanie Scuderi
     C. Keys trends and developments
     D. Early Learning Coalition keys private sector board vacancies
     E. The value of separating Dade and Monroe statistics and goals in the Strategic Plan
     F. Chamber Updates

IV. Partner Updates
    Marla Russell, Early Childhood Supervisor
    A. District Head Start/Voluntary Prekindergarten (VPK) Update
       • Public Comments

V. Monroe County Update
   Laurie Dunn and Sandra Gonzalez
   A. Outreach activities to increase enrollment
   B. Enrollment data
   C. Monroe Conference: Be the Star of Your own Life! Resilience
   D. Internship
     Pam Hollingsworth

VI. Monroe Inclusion and Assessment Update
    Dr. Anabel Espinosa
    • Public comments

VII. Early Steps
     Charelis Santana
     • Public Comments
VIII. Monroe County Community Needs Assessment Update
   A. Targeted Zip code efforts
      • Public Comments

IX. CEO Update
   A. Legislative Update
   B. American Rescue Plan Act Grants
      • Public Comments

X. DCF Updates
   A. Department of Children and Families (DCF) Updates  Jeff Hurst, DCF
      • Public Comments

XI. New Business

XII. Public Comments

XIII. Adjourn

Next Meeting Date: May 17, 2022 at 1pm
Monroe Advisory Committee Meeting
January 18, 2022; 1:00 p.m.
Zoom Meeting ID: 930 8105 2038
Passcode: EL011822

Committee Attendees: Heather Carruthers, Sandi Bisceglia; Sue Ellen Bennett; Lisa Taylor; Marla Russell; Stephanie Scuderi

Committee Absentees:

Staff Attendees: Evelio Torres; Angelo Parrino; Sandra Gonzalez; Pam Hollingsworth; Mercy Castiglione; Laurie Dunn; Anabel Espinosa; Desiree Aguilera; Michele Morgan; Ana Sejeck; Fiorella Altare Christie; Lissanda Curbello; Lucy Schrack; Michelle Meilan; Vanessa Aguilera-Viera; Diana Lane

General Attendees: Jeffrey Hurst; Natalia Capp; Christine Patterson; Amy O’Connor; Lisa Blair

I. Welcome and Introductions
   Heather Carruthers, Chair
   A. H. Carruthers called the meeting to order and welcomed everyone.
   B. Quorum was established with six (6) voting members.

II. Approval of Agenda
    Heather Carruthers, Chair
    Approval of agenda items
    A. Motion to approve by S. Bisceglia
    B. Motion seconded by M. Russell
    C. Motion unanimously passed

III. Approval of Minutes
     Heather Carruthers, Chair
     Approval of minutes for October 12, 2021
     o Motion to approve by S. Scuderi
     o Motion seconded by M. Russell
     o Motion unanimously passed

IV. Old Business
    Heather Carruthers, Chair

Mission: To promote high-quality school readiness, voluntary pre-kindergarten and after school programs, thus increasing all children’s chances of achieving future educational success and becoming productive members of society. The Coalition seeks to further the physical, social, emotional and intellectual needs of Miami-Dade and Monroe County children with a priority toward the ages before birth through age 5.
V. **Update from Get the Attention**  
Carlos Garcia  
C. Garcia present a video and stats of outreach efforts in Monroe. Challenges due to Covid-19 were discussed as well as ideas for the future.

VI. **ELC Monroe Update**  
Laurie Dunn,  
Monroe County Supervisor

VII. **Monroe County Needs Assessment Update**  
Laurie Dunn,  
Monroe County Supervisor  
- L. Dunn discussed the challenges of getting responses to the needs assessment. The mailing lists were reviewed. A personal approach was decided and a team is contacting Early Care and Education partners directly.

VIII. **Miami-Dade Family Learning Partnership**  
Natalia Capp, MD  
- N. Capp introduced the Miami-Dade Family Learning Partnership. One of the aspects of the program is working with pediatricians to introduce early literacy during well-baby visits. A video was shown to demonstrate the well-baby visit.

IX. **CEO Update**  
Evelio Torres  
- E. Torres discussed the disaster relief payments and reminded Early Education Partners to apply for the bonus payments.  
- American Rescue plan provides payments to help out Early Care and Education Partners. Division of Early Learning is finalizing the award with the State of Florida.  
- E. Torres reviewed bill in reference to the funding formula.

X. **FL Keys Chamber and Other Updates**  
Sandi Bisceglia, Vice Chair  
- Discussed difficulties with in person meetings.  
- Planning on attending the Ocean Reef Chamber meeting February 3, 2022 where David Rice is the Key Note speaker. ELC plans to send a representative.  
- Stephanie Scuderi is attending Legislative days in Tallahassee is February 10, 2022.

XI. **Partner Updates**  
A. **Child Care Provider Update**  
Sue Ellen Bennett, Monroe Advisory Committee Provider Representative  
   - Discussed benefits and hiring issues.

B. **District Head Start/VPK Update**  
Marla Russell,  
Early Childhood Supervisor  
   - Attendance is at 92% average is 70%.

C. **DCF Updates**  
Jeff Hurst, DCF  
   - Will send out power point to all attendees.
XII. New Business

Heather Carruthers, Chair

- Heather Carruthers announced her resignation as chair of the Monroe Advisory Committee at today’s meeting. Sandi Bisceglia is the vice chair and agreed to serve as chair. The committee voted in support. Information will be sent to Matthew Bruno.

- ELC will invited Mr. Mears to next Monroe Advisory meeting March 15, 2022.

XIII. Public Comments

Heather Carruthers, Chair

XIV. Adjourn

Heather Carruthers, Chair

Next Meeting Date: March 15, 2022 at 1 p.m.
Will your child be 3 or 4 years of age on or before September 1st?
If so, contact Monroe County Schools for:
Prekindergarten Open Enrollment
@ 305-453-1255 ext. 57426
Call Today!

Ask us about PreK

FREE Florida VPK
APPLY NOW!
<table>
<thead>
<tr>
<th>School Site</th>
<th>Head Start Class(es)</th>
<th>HS Students per Site</th>
<th>HS/VPK Blended Class(es)</th>
<th>HS/VPK Blended Students AM/PM</th>
<th>VPK Only Stand Alone</th>
<th>VPK Stand Alone</th>
<th>Pre-K ESE Class(es)</th>
<th>*Pre-K ESE Students</th>
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<tbody>
<tr>
<td>Gerald Adams Elementary</td>
<td>3</td>
<td>58/60</td>
<td>3</td>
<td>23</td>
<td>2</td>
<td>40</td>
<td>2</td>
<td>30</td>
</tr>
<tr>
<td>Horace O'Bryant</td>
<td>2</td>
<td>40/40</td>
<td>2</td>
<td>17</td>
<td>2</td>
<td>21</td>
<td>2</td>
<td>20</td>
</tr>
<tr>
<td>Key Largo School</td>
<td>2</td>
<td>34/40</td>
<td>2</td>
<td>16</td>
<td>2</td>
<td>22</td>
<td>1</td>
<td>19</td>
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<tr>
<td>Plantation Key School</td>
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<td>0</td>
<td>0</td>
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<td>17</td>
<td>1</td>
<td>6</td>
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<tr>
<td>Poinciana Elementary</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>AM/PM</td>
<td>61</td>
<td>2</td>
<td>17</td>
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<tr>
<td>Stanley Switlik School</td>
<td>2</td>
<td>32/40</td>
<td>1</td>
<td>8</td>
<td>1</td>
<td>9</td>
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<td>12</td>
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<tr>
<td>Sugarloaf Elementary</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>39</td>
<td>1</td>
<td>11</td>
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<tr>
<td><strong>Column Totals:</strong></td>
<td><strong>9</strong></td>
<td><strong>164/180</strong></td>
<td><strong>8</strong></td>
<td><strong>64</strong></td>
<td><strong>14</strong></td>
<td><strong>209</strong></td>
<td><strong>10</strong></td>
<td><strong>115</strong></td>
</tr>
</tbody>
</table>

*The Pre-K ESE numbers are increasing as placements are made.*

**Total Funded by Head Start:** 164/180

**Total ESE PRE-K MCSD:** 115

**Total Enrolled MCSD Stand Alone VPK:** 209

**Pre-K Total MCSD:** 488

**#Students using VPK Vouchers:** 273

(this number is blended + stand alone)
Monroe Updates

Laurie Dunn, Monroe County Supervisor
ldunn@elcmdm.org
School Readiness (SR) Enrollment - Monroe

Sources: Ad-Hoc Tableau Visualizations from Division of Early Learning’s, EFS-MOD On-line System
Voluntary Prekindergarten (VPK) Enrollment- Monroe

Sources: Ad-Hoc Tableau Visualizations from Division of Early Learning’s, EFS-MOD Online System
Promotional Efforts

• Chamber Meetings
• Community Partner Collaborations
• VPK certificate of enrollment calls to parents
• Banners in Key West, Marathon, Key Largo
• ELC Weekly Provider Meetings
• Monroe Flyer Distribution Community Wide
• Outreach Activities
• Keys Weekly, Time Out Magazine
Additional Promotional Efforts

- Monroe Instagram
- Facebook posts
- You Tube Channel
- Monroe Tab on ELC website
- ELC blasts
SAVE THE DATE

- THEME: Be the Star of Your Own Life
- KEYNOTE: Pam Phelps
- DATE: Sept 24, 2022
- LOCATION: Marathon High School
- TIME: 8:00 a.m. – 1:00 p.m.
Developmental Screening, Inclusion & Assessment

**Lead Manager**, Laurie Dunn, *Director*
Lead Specialist, Dessiree Aguilera, *Inclusion and Screening Lead*
Lead Specialist, Amber Keller, *BPIECE Lead*
Key Points

**Child Assessment Differential** for FY 2021-2022.
One (1) Monroe provider is participating.

**BPIECE Support Services** have begun in Monroe county. Three (3) Monroe partners have graduated and two (2) new partners have begun.

**Developmental Screenings** have transitioned to the Statewide Providers Services Portal.

**Voluntary Pre-K Specialized Instructional Services (VPK-SIS)**
Is now being offered in Monroe!
Inclusion/Assessment Key Point #1
Child Assessment Differential

• We have started Child Assessment Differential for FY 2021-2022
• One (1) Monroe provider has met the eligibility criteria.

Congratulations to
Burton Memorial Child Care Center! You are participating in the Child Assessment Differential for FY 2021-2022!
Best Practices in Inclusive Early Childhood Education (BPIECE)

FY 2020-2021, Quarter 3, Graduates
1. St. James Children’s Center
2. Kreative Kids Christian Academy
3. Temple Christian Preschool
   a. Submitted Special Needs Rate Application for two (2) children

FY 2021-2022, Quarter 3, Participants
1. Montessori of Key West
2. Burton Memorial Child Care Center
Developmental Screening Administered: Monroe

Screenings Administered in Monroe

Data Source: Clear Point Scorecard, Developmental Screening Program
Inclusion/Assessment Key Point #3
Screenings in Monroe

<table>
<thead>
<tr>
<th>Year to Date</th>
<th>ASQ®-3</th>
<th>ASQ®:SE-2</th>
<th>ASQ-3 &amp; ASQ:SE2</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Jul. 1, 2021- Feb. 28, 2022)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of children screened</td>
<td>153</td>
<td>113</td>
<td>113</td>
<td>266</td>
</tr>
<tr>
<td>Number of children with screeners in the Concern/Monitoring</td>
<td>63</td>
<td>30</td>
<td>23</td>
<td>93</td>
</tr>
<tr>
<td>Number of children referred for additional evaluation</td>
<td></td>
<td></td>
<td></td>
<td>19*</td>
</tr>
</tbody>
</table>

Data Source: *Statewide Coalition Services Portal*

* Developmental Screening Program and/or support requests on Warm Line
VPK Specialized Instructional Supports (VPK-SIS) Monroe

VPK SIS Approved Providers

• Alpha Behavioral Solutions
• Happy Time Behavioral Therapy Services
• Clever Kids Therapy Center
• ABA Star Service

Number of VPK SIS Children Served

• Three (3) Children are currently receiving VPK-SIS services in Monroe.
Questions and Support Requests

• **Monroe Support Staff**
  - Laurie Dunn, *Managing Supervisor*
    - ldunn@elcmdm.org
    - 305.296.5557 x 2298
  - Desiree Aguilera, *Quality and Inclusion Specialist*
    - daguiler@elcmdm.org
    - 786-417-4021
  - Amber Keller, *Provider Services Specialist- BPIECE Lead*
    - akeller@elcmdm.org
    - 305-978-2894

• **Miami-Dade Support Staff**
  - Anabel Espinosa, Ph.D., *Director of Research and Evaluation*
    - asq@elcmdm.org
    - 305-646-7220, ext. 2321
  - Maria Schrack, M. Ed., *Inclusion Manager*
    - warmline@elcmd.org
    - 305-646-7220, ext. 2305
  - Aileen Suazo, M.S., *Screening and Evaluation Manager*
    - asq@elcmdm.org
    - 305-646-7220, ext. 2276
WHAT IS EARLY STEPS?

- EARLY STEPS (PART C) IS A STATEWIDE SYSTEM OF EARLY INTERVENTION SERVICES FOR FAMILIES OF INFANTS/TODDLERS WHO ARE NOT REACHING AGE APPROPRIATE MILESTONES.

- PART C OFFERS EARLY INTERVENTION SERVICES FOR INFANTS/TODDLERS (BIRTH TO 36 MONTHS) WITH A SIGNIFICANT DEVELOPMENTAL DELAY OR CONDITION THAT PLACES THEM AT RISK FOR A DELAY.

- EARLY STEPS (ES) PROVIDER TEACHES PARENTS AND OTHER CAREGIVERS WAYS TO IMPROVE CHILD DEVELOPMENT THROUGH EVERYDAY ROUTINES - DURING MEAL TIMES, PLAY TIMES, BATH TIMES, BED TIMES, AND OUTINGS. FAMILIES ARE SERVED IN THE HOME, AS WELL AS CHILDCARE AND COMMUNITY SETTINGS WHERE THEIR CHILD LIVES, PLAYS, AND LEARNS.
**REFERRAL PROCESS**

- **ANYONE WHO HAS CONCERNS WITH A CHILD’S DEVELOPMENT CAN COMPLETE A REFERRAL. THIS IS DONE BY REQUESTING AND COMPLETING THE EARLY STEPS PASSPORT REFERRAL FORM:**

- **COMPLETE AND SUBMIT THE EARLY STEPS’ REFERRAL FORM TO EARLY STEPS SOUTHERNMOST COAST:**
  
  **FAX:** 305-600-3713
  
  **EMAIL:** [YSARMIENTO@EASTERSEALSFL.COM](mailto:YSARMIENTO@EASTERSEALSFL.COM)
  
  **ADDRESS:** 11440 NORTH KENDALL DR., MIAMI, FL., 33176

*IF A CHILD IS REFERRED BY THEIR PEDIATRICIAN FOR SPEECH THERAPY, OCCUPATIONAL THERAPY, OR PHYSICAL THERAPY, A PRESCRIPTION SHOULD BE ACQUIRED AND BROUGHT TO EVALUATION APPOINTMENT.*
INDIVIDUALIZED FAMILY SUPPORT PLAN

TEAM

THE EARLY STEPS PROGRAM IN FLORIDA FOLLOWS THE TEAM-BASED PRIMARY SERVICE PROVIDER (PSP) MODEL APPROACH.

IT IS AN EDUCATIONAL, CLIENT-CENTERED PROVISION OF SERVICE.

TRANS-DISCIPLINARY HOME-BASED SERVICE DELIVERY BY ONE PERSON (PRIMARY SERVICE PROVIDER,) WITH SUPPORTING SERVICES PROVIDED THROUGH CONSULTATIONS AND/OR JOINT VISITS (AS NEEDED) WITH OTHER PROFESSIONALS.
INDIVIDUALIZED FAMILY SUPPORT PLAN

➢ THE IFSP IS A WRITTEN TREATMENT PLAN THAT MAPS OUT THE EARLY INTERVENTION (EI) SERVICES YOUR CHILD WILL RECEIVE, AS WELL AS HOW AND WHEN THESE SERVICES WILL BE ADMINISTERED. IT DETAILS YOUR CHILD’S CURRENT LEVELS OF FUNCTIONING, SPECIFIC NEEDS AND GOALS FOR TREATMENT (REFERRED TO AS OUTCOMES).

➢ THE IFSP IS DEVELOPED WITH INPUT FROM THE CHILD’S ENTIRE FAMILY, CAREGIVERS AND IT INCLUDES FEATURES THAT ARE DESIGNED TO SUPPORT THE ENTIRE FAMILY.

➢ THE REQUIRED TIME FRAMES FOR IMPLEMENTING THE IFSP CAN DIFFER, FROM STATE TO STATE.

➢ CHECK WITH THE STATE EDUCATION AGENCY FOR MORE INFORMATION ON STATE-SPECIFIC PROCEDURES REGARDING THE IFSP.
EARLY STEPS SERVICES

- A VARIETY OF SERVICES AND SUPPORTS ARE AVAILABLE DEPENDING ON THE CHILD’S NEEDS AND FAMILY INPUT.
- EXAMPLES OF SERVICES AND SUPPORTS TO HELP A CHILD MEET THEIR INDIVIDUAL DEVELOPMENTAL GOALS, AND TRAINING TO FAMILIES AND CAREGIVERS TO HELP IMPROVE THEIR CHILD’S ACTIVITIES LIKE HOLDING A CUP, EATING, WALKING, AND TALKING.
- EMPHASIS IS ON EDUCATING THE PARENT/CAREGIVER TO INTEGRATE ACTIVITIES IN THEIR DAILY ROUTINES THAT WOULD ASSIST THEIR CHILD’S DEVELOPMENT.

<table>
<thead>
<tr>
<th>Infant Toddler Developmental Specialist (ITDS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speech Therapy Intervention (SLP)</td>
</tr>
<tr>
<td>Occupational Therapy Intervention (OT)</td>
</tr>
<tr>
<td>Physical Therapy Intervention (PT)</td>
</tr>
<tr>
<td>SLP, OT, PT Consultations with ITDS</td>
</tr>
</tbody>
</table>
“COS” CHILD OUTCOME SUMMARY

• WHAT IS IT?
  ➢ TEAM PROCESS TO PROVIDE A “SNAPSHOT” RATING OF A CHILD’S SOCIAL-EMOTIONAL, COMMUNICATION, COGNITIVE, ADAPTIVE, AND MOTOR FUNCTIONING ACROSS REGULAR ROUTINES, ACTIVITIES, AND SITUATIONS RELATIVE TO SAME-AGE PEER AT ENTRY AND EXIT OF EARLY INTERVENTION SERVICES

• WHY DO WE DO IT?
  ➢ TO GATHER MORE INFORMATION ABOUT A CHILD’S SKILLS, ABOVE WHAT THE ASSESSMENT OR ONE PERSON CAN PROVIDE ALONE. IT'S A COLLABORATIVE EFFORT FROM THE ENTIRE TEAM TO DETERMINE THE CHILD’S FUNCTIONING IN MULTIPLE AREAS.
  ➢ IT DETERMINES IF EARLY INTERVENTION SERVICES HAD A POSITIVE IMPACT ON THE CHILD’S DEVELOPMENT ONCE THEY EXIT THE PROGRAM AND GIVES US A GOOD PICTURE OF HOW WELL OUR PROGRAM IS MEETING THE NEEDS OF ALL CHILDREN AND THEIR FAMILIES

• HOW DOES IT HELP THE CHILD?
  ➢ HELPS DEVELOP FUNCTIONAL OUTCOMES AND SKILLS FOR A CHILD. FUNCTIONAL SKILLS REFLECT HOW A CHILD PARTICIPATES AND ENGAGES WITH HIS/HER ENVIRONMENT AND THE PEOPLE IN IT DURING EVERYDAY ROUTINES AND ACTIVITIES.
IFSP REVIEW AND ONGOING SERVICES

6 MONTH PERIODIC REVIEW

- SERVICE COORDINATOR (SC) WILL CONTACT FAMILY EVERY SIX MONTHS TO REVIEW TREATMENT PLAN.
- PURPOSE IS TO DETERMINE WHETHER UPDATES, SUCH AS NEW OUTCOMES, ARE NEEDED. YOU MAY REQUEST AN ADDITIONAL REVIEW AT ANY TIME IF YOU FEEL THE IFSP IS NOT SERVING YOUR CHILD’S BEST INTERESTS, OR IF THERE HAS BEEN A MAJOR CHANGE OR EVENT IN YOUR CHILD’S LIFE (SUCH AS HOSPITALIZATION).
- TREATING PART C THERAPIST WILL CONDUCT A RE-ASSESSMENT OF THE CHILD’S DEVELOPMENTAL SKILLS EVERY 6 MONTHS.

ANNUAL IFSP REVIEW

- FACE TO FACE ANNUAL IFPS REVIEW MEETING WILL TAKE PLACE ONCE A YEAR ON THE ANNIVERSARY OF THE CHILD’S INITIAL IFSP MEETING.
- SIMILAR TO THE FIRST CONTACT MEETING, THE FAMILY WILL MEET WITH THEIR SERVICE COORDINATOR TO REVIEW AND COMPLETE THE PART C CONSENT FORMS, PROVIDE UPDATED INFORMATION REGARDING THE CHILD’S MEDICAL HISTORY, DAILY ROUTINES, AND DEVELOPMENTAL CONCERNS.
- THE TREATING PART C THERAPIST WILL CONDUCT A RE-ASSESSMENT OF THE CHILD’S DEVELOPMENTAL SKILLS.
TRANSITION

- Starts with first contacts and continues during scheduled IFSP meetings. Family becomes familiar with transition process and timeframes, team discusses potential program options and concerns and strategies for preparing for transition at age three. Family receives “transition packet” of information. Begin to document transition planning on IFSP Form I.

- Not fewer than 90 days before the child’s third birthday. For child find purposes, the LES notifies the DOE and the local school district of children turning three, unless the parent chooses to opt-out after receiving the understanding notification brochure. Notification activities documented on IFSP Form I.

- Before, during, or after the transition conference. With parental consent, the LES refers all children who are potentially eligible for the Pre-K program for children with disabilities to the local school district and/or to other community-based service provider to determine eligibility for services and provides a referral packet. Referral documented on IFSP Form I.
Early Steps Southernmost Coast
Main Office
Address: 11440 N. Kendall Dr.
Miami, Fl. 33176
Main number: 305-929-8705
Toll Free: 1-877-267-6167
Fax: 786-268-1748

Key West
Address: 1111 12 St., Unit 102
Key West, Fl.33040
Main number: 305-929-8705
Fax:786-268-1748
March 10, 2022

FROM: Dr H. Nolo Martínez, mano-Y-ola

RE: Presentation to ELCMDM Advisory Board

Monroe County Early Childhood Provider/Partners Survey Results

The following information represents 68 percent of the childcare partners from Monroe County that responded to a follow-up request from Ms. SueEllen Bennett, Director of Saint James Children’s Center, and member of the ELCMDM Advisory Board. The letter, accompanied by a providers/partner’s survey, sought support from Directors to help identify critical issues to programs across the county. The survey was sent to 31 providers, and 21 (or 67.7 percent) responded.

The responses collected and analyzed in the following addendum reflect the majority opinions of most programs in Monroe County.

Please select the zip code of your center/school

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
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<td>33040</td>
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<tr>
<td>33050</td>
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<td>33036</td>
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<td>33037</td>
<td>1</td>
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<td>33042</td>
<td>1</td>
</tr>
</tbody>
</table>

Are you concerned that your students would fall behind in the following five broad areas of early learning due to COVID-19 closures?

Q6. Are you concerned that your students will fall behind in the following five broad areas of early learning due to COVID-19 closures?

n=21

- Approaches to Learning
  - Yes, I am concerned: 52.4%
  - No, I am not concerned: 47.6%

- Social and Emotional Development
  - Yes, I am concerned: 71.4%
  - No, I am not concerned: 28.6%

- Language and Literacy
  - Yes, I am concerned: 52.4%
  - No, I am not concerned: 47.6%

- Cognition
  - Yes, I am concerned: 52.4%
  - No, I am not concerned: 47.6%

- Perceptual, Motor, and Physical Development
  - Yes, I am concerned: 38.1%
  - No, I am not concerned: 61.9%

Other

- Concern with masks with young learners and negative impacts of language/social emotional development
- It is very stressful times with the Pandemic for everyone.
- We continued services to our children
- We remained open to continue early education no concerns of falling behind
Can you recommend some effective and popular methods to recruit early childhood education teachers in your area and/or across the state?

- Benefits and pay. Equally, diversity drama free work environment.
- Better pay.
- Community Awareness
- Free tuition for your child
- Higher Pay
- Higher pay, positive & warm work environment
- I think this is an issue in all areas of employment now. We have had a need for teachers over a year now and can't find anyone. On the front line with a pandemic isn't helping with this process. Also, important to note that credentialed staff is getting more difficult to find.
- Job fairs, representative from our county going to different colleges and universities to share about opportunities here.
- Much higher salaries for experienced highly qualified teachers and rent/mortgage assistance for Monroe County due to the high cost of living
- Pay teachers more than local stores pay their employees
- Relocation assistance.
- The most important incentive is financial help with relocation and rental assistance as the cost of living in my area is higher than most other counties in Florida
- The one thing is money. The cost of living is so expensive. Also, the amount of credentials that are required to work and not being able to pay well, it is not worth it to people applying
- We are short staffed and would love some ideas on how to recruit. We are all underpaid and tired. We do not have any benefits offered.
- We have been trying to hire for the past 2 years with minimal success. The cost of living is high and even with sign on bonuses or other incentives (benefit pkg), we still can't find people.

The following is a list of incentives that, according to research, may help retain Early Childhood Education teachers. In your opinion, which of the following do you consider the most effective in Monroe County?

<table>
<thead>
<tr>
<th>Incentive</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Simplify the credentialing process</td>
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<tr>
<td>Loan forgiveness</td>
<td>3.6</td>
</tr>
<tr>
<td>Assistance with relocation</td>
<td>3.62</td>
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<tr>
<td>Policies that focus on both recruitment incentives and on teacher...</td>
<td>4.05</td>
</tr>
<tr>
<td>Tuition reimbursement</td>
<td>4.25</td>
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<tr>
<td>Signing bonuses</td>
<td>4.71</td>
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<tr>
<td>Financial incentives to new teachers</td>
<td></td>
</tr>
<tr>
<td>Rent or mortgage assistance</td>
<td>6.1</td>
</tr>
<tr>
<td>Q2. The following is a list of incentives that, according to research, may help retain Early Childhood Education teachers. In your opinion, which of the following do you consider the most effective in Monroe County. (1=most effective to you, 8 = least eff)</td>
<td></td>
</tr>
</tbody>
</table>

www.mano-y-ola.com
With team members in North Carolina, Louisiana, California, Texas, Puerto Rico and the Netherlands
How influential are the following items to the recruitment of Early Childhood Education teachers in Monroe County?

<table>
<thead>
<tr>
<th>Item</th>
<th>Influence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary compensation (line item in your budget)</td>
<td>4.81</td>
</tr>
<tr>
<td>Staff benefits</td>
<td>4.67</td>
</tr>
<tr>
<td>Available funding to hire (ex. grants and scholarships)</td>
<td>4.57</td>
</tr>
<tr>
<td>The different responsibilities that early childhood education programs undertake</td>
<td>4.55</td>
</tr>
<tr>
<td>Being overworked and stressed</td>
<td>4.48</td>
</tr>
<tr>
<td>The unique needs of young children</td>
<td>4.48</td>
</tr>
<tr>
<td>Reputation of the profession</td>
<td>4.43</td>
</tr>
<tr>
<td>The student-teacher ratio requirements</td>
<td>4.38</td>
</tr>
<tr>
<td>The time it takes to recruit</td>
<td>4.38</td>
</tr>
<tr>
<td>Rules and regulations</td>
<td>4.35</td>
</tr>
<tr>
<td>Safety concerns</td>
<td>4.35</td>
</tr>
<tr>
<td>Amount of training provided for personal and professional development</td>
<td>4.33</td>
</tr>
<tr>
<td>Being misperceived as a babysitter rather than an educator</td>
<td>4.33</td>
</tr>
<tr>
<td>Requirements and standards established by the State of Florida</td>
<td>4.33</td>
</tr>
<tr>
<td>Work schedule</td>
<td>4.24</td>
</tr>
<tr>
<td>Standards and curriculum</td>
<td>4.14</td>
</tr>
<tr>
<td>Planning time</td>
<td>4.05</td>
</tr>
<tr>
<td>Upward mobility</td>
<td>3.86</td>
</tr>
<tr>
<td>Outreach to families</td>
<td>3.81</td>
</tr>
<tr>
<td>Paper work</td>
<td>3.81</td>
</tr>
<tr>
<td>Inadequate marketing of the profession</td>
<td>3.65</td>
</tr>
<tr>
<td>Competition from other counties/areas</td>
<td>3.62</td>
</tr>
<tr>
<td>Uncertainty post-COVID 19</td>
<td>3.62</td>
</tr>
</tbody>
</table>
School Readiness Program

- Additional $183M in Child Care Development Fund appropriated for the School Readiness Program
- Total of $861M allocated to ELCs (789M + 71M Hold Harmless allocations)
- $30M for SR Match Program
- 72M to Expand SR Services on Per-Child Allocation Basis
- $40M for QPI payment differentials
- $5M for Special Needs payment differentials
- $70M for Gold Seal payment differentials
Voluntary Prekindergarten Program

• $4,042,600 provided for implementation of VPK Program Assessments
• Historic increases to the Base Student Allocation
  ▪ School Year BSA increase from $2,486 to $2,803 ($317 increase)
  ▪ Summer BSA Increase from $2,122 to $2,393 ($271 increase)
• $100,000,000 Additional Payment Program to increase the VPK BSA for providers attesting to increase wages to $15/hr
From the funds in Specific Appropriation 79, $72,000,000 in nonrecurring funds from the Child Care and Development Block Grant Trust Fund is provided to expand school readiness services to families.

The Division of Early Learning is directed to develop a methodology to evaluate the relative per-child funding provided to each early learning coalition through the base school readiness allocation. This methodology must use 2021-22 FTE enrollment data available as of August 10, 2022, and must factor in the average reimbursement rates for each care level and the district cost differential established pursuant to s. 1011.62(2), Florida Statutes. Once a weighted per-child allocation is calculated, this funding must be allocated to increase the weighted per-child allocation as much as possible.