



## FIRST THINGS FIRST

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August 11, 2010

Dear Chairman Lynn,

It is my pleasure to present the Lab School Implementation strategy for State Fiscal Year 2011 for the Navajo/Apache Regional Partnership Council for the Board's approval. This strategy has been largely informed by the work completed by the Navajo County Superintendent of Schools Educational Services Agency, under the direction of Dr. Linda Morrow and Ms. Lannie Gillespie, during the previous fiscal year. Dr. Morrow and Ms. Gillespie have compiled a template binder that will be the basis for the actual implementation of a Lab School within this region. The foundational work for this template involved many individual and community meetings with stakeholders and potential partners in this project. Additionally, the planning work for this Lab School was accomplished concurrently with the Market Research and Feasibility Study and Outreach looking at employer-sponsored child care within the region; as a result, there is a real possibility that these two strategies could be tightly coordinated and potentially implemented together.

The Navajo/Apache Regional Partnership Council recognizes the need for high quality early care and education professional development opportunities within the region, as well as the need to support affordable child care for families. Implementation of the Navajo/Apache Lab School will lay the foundation for a professional development lattice within the Navajo/Apache Region, and will provide the opportunity for a high-quality, hands on learning environment for our regions' youngest children and the professionals who work with them.

The Navajo/Apache Regional Partnership Council proposes to make \$300,000 available to support the implementation of the Lab School within the Navajo/Apache Region, to be made available within Fiscal Year 2011.

Respectfully,

Thomas Barela, Chair

Navajo/Apache Regional Partnership Council





# FIRST THINGS FIRST

*The right system for bright futures*

## NAVAJO/APACHE REGIONAL PARTNERSHIP COUNCIL 2011 FUNDING PLAN SUMMARY

Regional Allocation 2011: \$ 1,201,619

Carry Forward from 2010: \$195,793

Funding Available for Allocation in 2011: \$ 1,397,412

Prioritized Needs	Goal Area	Proposed Strategies	Portion of Regional Allocation	Recommendation to the Board
An educated work force of early childhood professionals	Professional Development	Child Care Lab School/Preschool Model	\$300,000	Recommend Approval August 31, 2010
		ECE/ECD Professional Development Scholarship	\$21,551	Approved January 26, 2010
		T.E.A.C.H. Arizona	\$25,000	Approved may 18, 2010
		Professional Development Pathway	\$15,000.00	Approved January 26, 2010
Availability of, and access to, high-quality early childhood programs and services.	Quality, Access and Affordability	Employee-sponsored Child Care Research	\$25,000	Approved January 26, 2010
Limited understanding of existing barriers to child care homes within the region becoming licensed and certified.	Quality, Access and Affordability	Child Care Supply/Demand Study with Coconino Regional Partnership Council	\$40,000	Not yet submitted for approval
Availability of, and access to, high-quality early childhood programs and services.	Quality, Access and Affordability	Child Care Health Consultant	\$60,000	Approved January 26, 2010
Expanded access to health care and health insurance information and support	Health	Oral Health, Dental Varnish	\$20,000	Approved January 26, 2010
Limited access to parent education and information	Family Support	Healthy Steps	\$66,000	Approved June 1, 2010
Limited access to parent education and information	Family Support	Nutrition Education and Outreach	\$95,000	Approved January 26, 2010



Limited access to parent education and information	Family Support	Early Literacy and Parent Education (Reach out and Read)	\$31,930	Approved January 26, 2010
Limited access to parent education and information	Family Support	Expanded Home Visiting	\$195,000	Approved January 26, 2010
Need to enhance foundational skills for regional agencies and programs to be successful FTF grantees.	Coordination and Collaboration	Capacity Building	\$75,000.00	Not being submitted for approval at this time
An educated work force of early childhood professionals	Professional Development	Child Care Director Mentoring	\$85,000.00	Approved January 26, 2010
Limited access to parent education and information	Family Support	Expanded Early Literacy Programs (Partnership with the library)	\$50,000.00	Approved January 26, 2010
Availability of, and access to, high-quality early childhood programs and services.	Quality, Access and Affordability	Child Care Scholarships	\$180,000.00	Approved January 26, 2010
An educated work force of early childhood professionals	Professional Development	Professional Career Pathways Project	\$27,000.00	Approved January 26, 2010
Limited regional community understanding of the importance of early childhood development and health and limited political and financial support around early childhood development and health	Communications	Communication	\$70,000	Approved June 15, 2010
		<b>Subtotal of Expenditures</b>	<b>\$1,381,481</b>	
		<b>Fund Balance</b>	<b>\$5,931</b>	
		<b>Grand Total</b>	<b>1,387,412</b>	



Navajo/Apache Summary Financial Chart SFY 2010-2012

Revenue	SFY 2010	SFY 2011	SFY 2012 ESTIMATED	Total
FTF Total Allocation for the SFY	\$1,267,718	\$1,201,619	\$1,157,680	\$3,627,017
Fund Balance (carry fwd from previous SFY)	N/A	\$185,793	\$5,931	
<b>Total Available Funds</b>	\$1,267,718	\$1,387,412	\$1,163,611	
Strategies	SFY 2010 OBLIGATED	SFY 2011 PROPOSED	SFY 2012 ESTIMATED	Total
Child Care Lab School/Preschool Model	\$50,000	\$300,000	\$240,000	\$590,000
ECE/ECD Professional Development Scholarship	\$21,551	\$21,551	\$15,000	\$58,102
TEACH	\$27,000	\$25,000	\$0	\$52,000
Professional Development Pathway	\$2,000	\$15,000	\$20,000	\$37,000
Employer-sponsored Child Care Research	\$49,966	\$25,000	\$25,000	\$99,966
Child Care Supply/Demand Study with Coconino Regional Partnership Council	\$60,000	\$40,000	\$50,000	\$200,000
Expansion of Existing Child Care Slots	Removed	\$0	\$0	\$0
Child Care Health Consultant	\$50,000	\$60,000	\$60,000	\$170,000
Oral Health, Dental Varnish	\$15,000	\$20,000	\$25,000	\$60,000
Healthy Steps	\$104,519	\$66,000	\$42,000	\$212,519
Nutrition Education and Outreach	\$0	\$95,000	\$104,500	\$199,500
Early Literacy and Parent Education (Reach Out and Read)	\$31,930	\$31,930	\$31,930	\$95,790
Expanded Home Visiting	\$139,788	\$195,000	\$220,000	\$554,788
Capacity Building	\$0	\$75,000	\$50,000	\$150,000
Child Care Director Mentoring	\$0	\$85,000	\$93,500	\$178,500
Expanded Early Literacy Programs (partnerships with libraries)	\$0	\$50,000	\$55,000	\$105,000
Child Care Scholarships	\$0	\$180,000	\$50,000	\$230,000
Professional Career Pathways Project	\$0	\$27,000	\$27,000	\$54,000
Emergency Food Boxes	\$136,300	\$0	\$0	\$136,300
Emergency Scholarships	\$377,621	\$0	\$0	\$377,621
Communication	\$16,250	\$70,000	\$25,000	\$111,250
Needs and Assets	\$0	\$0	\$15,000	\$15,000
<b>Subtotal Expenditures</b>	\$1,081,925	\$1,381,481	\$1,148,930	\$3,687,336
Fund Balance (carry forward)	\$185,793	\$5,931	\$14,681	
<b>Total</b>	\$1,267,718	\$1,387,412	\$1,163,611	



## **Strategy Name: Early Childhood Learning Lab/Model School**

### **Strategy Description:**

According to the Compensation and Credentials Report: Center for the Child Care Workforce – Estimating the Size and Components of the U.S. Child Care Workforce and Caregiving Population Report, 2002, 62% of teachers and 82% of assistant teachers within the Navajo/Apache Region do not have a post-high school degree or certificate of any kind. The emphasis within the early care and education field requiring early care and education teachers to have a college-level degree, beyond the Child Development Associate Credential, poses a challenge in this region. The Navajo/Apache Regional Partnership Council recognizes this as a tremendous opportunity to create a foundational professional development system within the Navajo/Apache Region.

Over the course of fiscal year 2010, the Navajo/Apache Regional Partnership Council, through a partnership with the Navajo County Superintendent of Schools Educational Service Agency, created a comprehensive template binder that describes all elements of beginning a high quality, learning lab, including relationships and partnerships within the community that must be developed. The Navajo/Apache Lab School will provide the foundation of the professional development lattice within the region, and will coordinate with other funded professional development strategies, whether through First Things First, or other sources.

The goal of the Lab School will be to create a hands-on, educational opportunity for high school and secondary education students, and pre-service teachers, who are interested in the early care and education field.<sup>i,ii</sup> The Lab School will provide care for children 0 through age 5 and enrolled in Kindergarten, and will function as a year-round child care center that is open to the community. Early Care and Education (ECE) students will be exposed to child care and preschool curricula and practices that demonstrate developmentally appropriate practices, align with the Arizona Early Learning Standards, and focus on best practices in early care and education. Additionally, the Lab School will be a high quality program where high school, secondary education, and pre-service teachers would have an opportunity to complete required practicum hours, observation hours, and supervised instruction hours. Upon high school graduation, students will be well-prepared to earn their CDA. Additionally, this model facility could create opportunities for students at the college level to gain practicum skills, hone their observation skills, and gain additional invaluable real-life insight into the workings of a child care center and/or preschool.<sup>iii</sup>

The Lab School that is ultimately implemented within this strategy will be the foundation of the professional development lattice that the Navajo/Apache Regional Partnership Council has created. High school students who are concurrently enrolled in the Northern Arizona Vocational Institute of Technology (NAVIT) will be able to graduate from high school with their high school diploma, as well as a Certificate of Proficiency in Early Childhood Development from Northland Pioneer College. Additionally, they will be well on their way to completing a two-year degree in Early Childhood Development from Northland Pioneer College.<sup>iii</sup> The professional development pathway in the Navajo/Apache Region will further support these students through access to T.E.A.C.H. ARIZONA scholarships, Professional Career Pathways Project scholarships, and other professional development supports. The over-arching goal of this Regional Council is to create a system of professional development opportunities that will result in well-educated, well-equipped, early care and education providers within this region. It is envisioned that this lab school will partner with current and future First Things First (FTF) grantees to collaborate and coordinate services to provide a rich, varied and high quality environment for the young children who will be cared for in this lab school. Specific collaborations between FTF grantees working within the Navajo/Apache Region on early literacy, oral health and dental varnish, and other professional



development strategies will be encouraged.

The intent of the Navajo/Apache Regional Partnership Council's investment in this project is to provide financial support for the implementation of the Lab School, with the initial amount of \$300,000 available in year one of the project, and deducting by 20% each fiscal year following the award. These funds may be used for the following: personnel costs, construction/purchase/remodeling of space to house the Lab School, furnishings/fixtures/equipment, playground equipment, toys, commercial grade appliances for kitchen and laundry facilities, costs related to recruiting staff and children (printing, advertising space, etc.). Additionally, these funds may be used to pay for adjunct faculty salaries and stipends for faculty who are affiliated with the Lab School.

It is expected that the eventual grantee will outline the financial agreements that are going to be in place between each of the partners that will show a sustainable blend of funding for the support of this program, and the business plan that is ultimately approved will need to outline the funding streams that will be blended together.

The model template that has been developed outlines several potential collaborations between NAVIT, Northland Pioneer College, regional high school districts, and local businesses that together could support the high quality learning environment that the Navajo/Apache Regional Partnership Council envisions.

The Navajo/Apache Regional Partnership Council will utilize a competitive bid process to identify the successful grantee and/or fiscal agent, and will place priority on applications that are based on collaborative relationships between existing regional agencies and organizations that meet the requirements of the scope of work. In addition, the successful grantee and/or fiscal agent must identify a sustainable blend of funding for the successful continuation of the Lab/Model School, beyond the financial investment of the Navajo/Apache Regional Partnership Council. The eventual Lab School must be licensed with the Department of Economic Security and accept child care subsidy payments, as well as be licensed with the Arizona Department of Health Services, and able to accept tuition payments from members of the community. Priority will be placed on proposals that attempt to utilize all available financial and programmatic support from the State of Arizona, federal Work-Study funds, Child and Adult Care Food Program, as well as other First Things First funded programs and initiatives.

Note: As potential applicants are developing their proposals, they may have access to the Model/Template, developed over the course of FY2010, that describes the elements of this Early Childhood Learning Lab.

**Lead Goal: Professional Development**

**Goal:** FTF will build a skilled and well-prepared, early childhood development workforce.

**Key Measures:**

Total number and percentage of professionals working in early childhood care and education, who are pursuing a credential, certificate, or degree.

**Target Population:**

The target population is high school students enrolled in the dual-enrollment program through the Northern Arizona Vocational Institute of Technology (NAVIT) Early Childhood Development Program, students enrolled and pursuing an early childhood degree through Northland Pioneer College and/or Northern Arizona University.



Proposed Service Numbers	SFY 2011	SFY 2012	SFY 2013
	July 1, 2010 –June 30, 2011	July 1, 2011 - June 30, 2012	July 1, 2012 - June 30, 2013
Note: Based on 5 high school, secondary and continuing education students in each fall, spring, and summer semester.	15 participating adults	15 participating adults	15 participating adults

**Performance Measures:**

FTF will build a skilled and well prepared early childhood development workforce.  
 FTF will enhance specialized skills of the early childhood development and health workforce to promote the healthy social-emotional development of young children.

**SFY 2011 Expenditure Plan for Proposed Strategy**

<b>Allocation for proposed strategy</b>	\$ 300,000.00
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**Budget Justification:**

\$300,000.00 has been allocated to this strategy that may be used to support capital improvements (with a 50% match required), equipment and materials purchase, and other associated program start-up costs, including personnel, staff and adjunct faculty costs.

The Navajo/Apache Regional Partnership Council ultimately wants to see this Lab School become self – supporting and not dependent on First Things First funding, therefore the following phase out of First Things First funding over the course of 6 years is proposed:

- Year 1 – 100% funding
- Year 2 – 80% funding
- Year 3 – 60% funding
- Year 4 – 40% funding
- Year 5 – 20% funding
- Year 6 – grantee 100% self-funding

Funding for this strategy will be linked to the regional allocation formula funding each year and therefore not dependent on discretionary funds.



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<sup>i</sup> “Child development knowledge and early childhood teacher preparation: Assessing the relationship—A special collection”

Stacie C. Goffin, Special Collection Editor

Ewing Marion Kauffman Foundation, USA, 2002

<sup>ii</sup> <http://www.campuschildren.org/pubs/cclab/cclab1.html>

<sup>iii</sup> “Child development and classroom teaching: a review of the literature and implications for educating teachers”

Denise H. Daniels<sup>a</sup> and Lee Shumow<sup>b</sup>

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Accepted 7 August 2002

<sup>iii</sup> Dr. Brian Merrill, Northern Arizona Vocational Institute of Technology, AZ. “Connecting Community, Careers and College to help Students Stay in School”; given at conference sponsored by the Arizona Department of Education, 2007

