

North Carolina Pre-Kindergarten Program (NC Pre-K) Requirements and Guidance

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Glossary of Terms

Section 1: Introduction

The NC Pre-K Program is administered by the Division of Child Development and Early Education in the North Carolina Department of Health and Human Services www.ncchildcare.nc.gov/.

The NC Pre-K Program is designed to provide high-quality educational experiences to enhance school readiness for eligible four-year-olds. The program requirements are built on the premise that to be successful academically in school, children need to be prepared in all five of the developmental domains outlined by the National Education Goals Panel and the [North Carolina Foundations for Early Learning and Development](#). Each of these domains is critical to children's well-being and for their success in reading and math as they come to school. The five domains, as reflected in the [NC Foundations for Early Learning and Development standards](#) are:

- Approaches to play and learning
- Emotional and social development
- Health and physical development
- Language development and communication
- Cognitive development

The requirements are designed to ensure that a high-quality pre-kindergarten classroom experience is provided for eligible four-year-olds in each local NC Pre-K Program and that, to the extent possible, uniformity exists across the state.

Guidance

Program *Guidance* is included in some sections of this document. The purpose of this *Guidance* is to provide additional clarification to the (policy) requirements, when needed, and to encourage best practices in serving children in the NC Pre-K Program. The *Guidance* is intended to direct local NC Pre-K Committees, contracting agencies and programs to adopt policies and implement practices that address critical components of providing high-quality pre-kindergarten that meet the needs of all children.

Effective Practices Briefs

The Division of Child Development and Early Education (DCDEE) also recommends that programs use the *Effective Practices Briefs* listed below. These briefs offer additional guidance for best practices in pre-kindergarten classrooms:

- Developmental Screening of Children in Pre-Kindergarten, July 2010
- Pre-Kindergarten Curricula, August 2010
- Assessment of Children in Pre-Kindergarten, August 2010
- *NC Foundations for Early Learning and Development*, Revised Edition-2013

The *Effective Practices Briefs* are currently available can be downloaded from the Office of Early Learning website: <http://www.earlylearning.nc.gov/InfoforEducators/effectivePractices.asp>

The NC Pre-K Program is governed by the NC Child Care Rules, the NC Open Meetings Law, the NC Public Records Law, the NC State Board of Education Policy ([Educator Licensure and Teacher Evaluation](#)), the *NC Pre-K Program Requirements & Guidance*, *NC Foundations for Early Learning and Development* and the *NC Pre-K Program Fiscal and Contracts Manual*. These *documents* may be downloaded from the Division of Child Development and Early Education website: http://ncchildcare.dhhs.state.nc.us/general/mb_ncprek.asp/.

NC Pre-K Programs must comply with the NC Child Care Law and Rules ([click here](#)), which includes Section .3000, NC Pre-Kindergarten Services ([click here](#)). NC Child Care Rule .3000 is referenced throughout this document when a rule applies to a specific policy requirement (see example). Not all requirements are in the NC Child Care Rules.

Example

See also NC Child Care Rule [10A NCAC 09 .3003 Program Attendance Policy](#)

History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);

Eff. November 1, 2012

Exceptions

Requests for exceptions to payment rates made be submitted to the Division per guidance found in Section 6 of this document. No exceptions will be issued for any NC Child Care Rule, including Rule .3000, NC Pre-Kindergarten Program Services. Other policy requests may be submitted by the NC Pre-K local contract administrator in writing to Cindy Wheeler at Cindy.Wheeler@dhhs.nc.gov at the Division of Child Development and Early Education.

Section 2: The County/Region NC Pre-K Committee

This section addresses the local NC Pre-K Committee structure and responsibilities. Please see the *NC Pre-K Program Fiscal and Contracts Manual* for specific requirements and guidance that pertain to the NC Pre-K Program contracting agency and their sub-contractors.

http://ncchildcare.dhhs.state.nc.us/general/mb_ncprek.asp/

A. Purpose of the NC Pre-K Committee

The NC Pre-K Program is built upon a system of existing local school boards and districts, private child care providers and other entities that demonstrate the ability to provide high quality pre-kindergarten services for eligible 4-year olds.

The NC Pre-K Program requires that every county (or region) that participates in providing services for NC Pre-K must establish and maintain a County/Region NC Pre-K Committee. The purpose of the Committee is to:

1. Select a contracting agency;
2. Develop operational policies and procedures;
3. Ensure collaboration and shared responsibility for developing, approving and implementing the local plan for delivering NC Pre-K services at the community level;
4. Ensure that services are built on the existing early childhood service delivery system and that service providers in the community with the ability to provide NC Pre-K services have the opportunity to express interest and be considered;
5. Provide ongoing, collaborative advice about local policies and procedures in the implementation of NC Pre-K services; and
6. Provide oversight for the local program (both programmatic and fiscal).

B. Committee Structure and Meetings

Co-Chairs

The County/Region NC Pre-K Committee must be co-chaired by the school superintendent (or designee) for the local education agency (LEA) and the board chair (or designee) for the local Smart Start Partnership. If a designee is assigned, it must be documented in writing and the designee must have the same decision-making authority as the school superintendent or local partnership board chair. The NC Pre-K contract administrator (individual named in the NC Pre-K Plan) shall not serve as the chair of the NC Pre-K Committee.

If there is more than one LEA or local Smart Start Partnership in a county or region, one superintendent and one local Smart Start board chair may be designated to serve as the co-chairs. All superintendents (or designees) and local Smart Start board chairs (or designees) in a county or region must be members of the Committee.

Membership

The co-chairs are responsible for appointing the committee members and convening the Committee according to these *NC Pre-K Program Requirements & Guidance*. Appointments of committee members shall be made annually. The co-chairs should create an independent County/Region NC Pre-K Committee. However, they may designate another functioning early childhood committee or board (e.g., local Smart Start Board) in their county/region that has the appropriate membership to serve in the capacity of the NC Pre-K Committee. If an existing early childhood committee is designated to serve in this capacity, the existing early childhood committee must officially adjourn from its meeting and requirements, then officially reconvene as the NC Pre-K Committee operating under the NC Pre-K Requirements, with the required co-chairs and membership to perform NC Pre-K functions.

Committee membership must be kept current in the online NC Pre-K Plan and shall consist of the following:

In addition to the co-chairs, the local NC Pre-K Committee must include:

1. Licensed child care center (4- or 5-star license) representative,
2. Head Start program representative,
3. Parent of preschool-age child(ren) (especially a child who is at-risk) representative,
4. Child care resource and referral agency or another child-serving agency representative,
5. Department of Social Services or other child care subsidy funding agency representative, and
6. Public school exceptional children's preschool program representative.

Guidance

In addition to the mandated members, the following are strongly encouraged:

1. County cooperative extension agency representative,
2. Local interagency coordinating council representative,
3. County/regional departments of health and mental health representative(s),
4. Early childhood professional organization representative(s),
5. Local business community representative(s),
6. Military representative,
7. Early childhood representative from a university, community college/higher education and/or
8. Child Care Health Consultant or health professional representative.

Laws Informing the Committee's Responsibilities

The Committee is a public body subject to the [Open Meeting Law](#) which mandates each official meeting of a public body shall be open to the public and any person is entitled to attend such a meeting (G.S. Chapter 143, Article 33C) and [Public Records Law](#) which mandates public records and public information are the property of the people (G.S. Chapter 132) and must operate in accordance with their obligations under those statutes.

Guidance**Open Meetings Law**

There should be public notice of all official local NC Pre-K Committee meetings to be in compliance with the Open Meetings Law. While public bodies with an established website are required by this law to post the schedule of regular meetings to the website, NC Pre-K Contractors are encouraged to post scheduled meetings via all available platforms which may include website, local newspaper, door of regular meeting space, bulletin board of public body, etc. If a schedule of regular meetings has been established then a copy of that schedule showing the time and place of regular meetings is to be kept on file. For public bodies that are part of State Government, please review the entire law for more detailed information.

NC Pre-K Contractors should ensure that sub-contractors, NC Pre-K Committee members and constituents are aware of the routine location for meeting notifications and changes to the meeting time and/or place.

If the date/time/location of a regularly scheduled meeting changes or an emergency meeting is held, notice of that meeting is to be made public by posting it on the door of the regular meeting place, bulletin board of the public body, published in a local newspaper and/or on the public body's website at least 48 hours prior to the meeting. Please review the entire law for detailed information and consult with appropriate legal counsel to ensure compliance with the law.

Public Records Law

NC Pre-K Contractors are required to provide copies of their public records and public information free or at a minimal cost to people that request such information. Names of children, social security numbers/driver's license numbers and other private information is considered confidential and should be redacted from emails/documents prior to being provided to the recipient. Please review the entire law for detailed information and consult with appropriate legal counsel to ensure compliance with the law.

Committee Meetings

The Committee, under the direction of the co-chairs, should set a meeting schedule and establish protocol that allows the Committee to fulfill its functions including the adoption of a **Conflict of Interest Policy**. **Each committee member must also sign a Conflict of Interest Policy statement which verifies they have reviewed the Conflict of Interest Policy and agree to adhere to all the items in the policy.**

Sample(s) for the conflict of interest policy and statement are included in Appendix A.

The Committee must maintain minutes of all meetings that document the following:

1) meeting attendees (including members who are present/absent), 2) items discussed and 3) actions taken or decisions made by the Committee. In addition to regular meetings, the **Committee must meet prior to May 31st** to advise planning and document approval of the NC Pre-K plan for the following year.

See **Appendices A, B, and C** for sample agendas, committee meeting minutes, and conflict of interest policies.

C. Committee Authority and Responsibilities

Actions Requiring Full Committee Approval

The County/Region NC Pre-K Committee is the decision-making body for the local NC Pre-K Program and is authorized to do the following:

1. Conduct annual planning for NC Pre-K and approve an implementation plan. All committee members must read and agree to the Assurances and Requirements (located in the NC Pre-K PLAN - NC Pre-K County/Region Plan Document) and sign Section 1, which must be submitted, along with a copy of the minutes of the meeting, to the Division of Child Development and Early Education by **May 31st**.
2. Select or change the contract administrative agency (the Contractor).
3. Committee meeting minutes and signatures of all committee members **must be submitted** to the Division of Child Development and Early Education for items 1 and 2.
4. Approve distribution of funding.
5. Review and approve the provider reimbursement strategy (i.e., payment rates to providers and other related costs).
6. Approve provider transportation charges to/from the NC Pre-K Program.
7. Approve costs that may be charged to cover the full/partial costs of meals when children do not qualify for free/reduced priced lunch.
8. Approve adding new sites or non-voluntary termination of sites in the County/Region Plan.
9. Approve requests to increase or decrease the budget when it involves NC Pre-K fund requests to serve additional children.

Items 4 through 9 require Committee approval but **do not require the signature** of all committee members. The minutes of all Committee meetings shall be kept on file and shall indicate members present/absent, decisions made and results of votes.

Actions Not Requiring the Full Committee

In cases where decisions must be made before the Committee can be convened, the contract administrator and/or committee co-chairs may do the following on behalf of the Committee:

10. Approve increases or decreases in the budget involving other resources accessed (but not state NC Pre-K funds).
11. Approve moving child placements across sites.

Items 10 and 11 require signatures of the committee co-chairs. A report of all actions must be reported back to the Committee.

Guidance

The Committee has the option to discuss and vote to allow the Contractor to move children across sites without co-chair signatures. The co-chairs and the Committee would agree that this decision-making authority is officially transferred to the Contractor. The decision should then be reflected in the meeting minutes for the NC Pre-K Committee meeting.

D. Additional Functions – Committee and Contractor

The Committee serves in an advisory role to the contract administrator in the development and implementation of local policies and procedures for implementing the NC Pre-K Program, including the following:

1. Developing and implementing a coordinated process for recruiting, identifying and placing four-year-old children who are at-risk;
2. Participating in public/private collaborative efforts to offer professional development services to early childhood programs in the community, including the mentoring of BK Licensed teachers in nonpublic schools;
3. Demonstrating and documenting how programs are accessing resources other than those provided by NC Pre-K;
4. Documenting agreements with other community agencies regarding the provision of services to young children with disabilities;
5. **Developing and implementing a written transportation plan** showing how the transportation needs of participating children will be met;
6. **Developing and implementing a written transition plan** showing how the needs of participating children will be met as they transition into pre-kindergarten and then into kindergarten;
7. **Developing and implementing a written family engagement plan** to implement strategies designed to develop partnerships with families and build reciprocal relationships that promote shared decision-making;
8. **Developing and implementing a written plan for working with children and families with limited English proficiency;**
9. Providing all families of participating children with information about access to health insurance such as NC Health Check (Medicaid for Children) and the importance of a medical and dental home for their children;
10. Identifying and using community resources to develop a plan for obtaining child health assessments within the required timeframe;
11. Developing a plan for consultation services from a qualified health consultant for all sites; (Add health consultant to glossary and do we know anyone that has a plan developed?)
12. Implementing policies for ensuring that qualified eligible teachers and teacher assistants are compensated at the appropriate levels.

Transportation Plan

A written transportation plan should address transportation for children to and from all NC Pre-K sites. In developing the plan, the Committee and Contractor should identify community resources that are available and work with the school system, as feasible. Legislation allows for transportation of any NC Pre-K child to any NC Pre-K site on public school buses. If, after careful review, it is determined that transportation cannot be provided without creating a participation barrier the Contractor must maintain a written record of what was decided through the Committee process.

Transition Plan

The written transition plan should be developed by the Committee and Contractor and should include these components:

1. Specify how children will transition into the NC Pre-K classroom.
2. Specify how children will transition into kindergarten.
3. Reflect the diversity and uniqueness of children, families and communities.
4. Be revised as ongoing transition efforts are expanded.

Medical and Dental Home

The Committee and Contractor should work with all NC Pre-K sites as well as with community health care resources (e.g., N.C. Health Check coordinators at <http://www2.ncdhhs.gov/dma/healthcheck/> or Child Care Health Consultants at <http://www.healthychildcarenc.org/consultants/>) to assist families in securing health insurance, a medical home (primary health care provider) and dental home (dentist) for their child. At a minimum, the Contractor should work with sites to give families information about the N.C. Health Check (Medicaid for Children) health insurance program and about the importance of a medical and dental home. The Contractor should ensure that this information is available for all families of children served by the NC Pre-K Program. The information may be distributed: 1) at a county-wide event, 2) at the site level and/or 3) directly to families. In addition, the Contractor may also choose to give families a list of local primary health care providers. There are free bilingual materials (English/Spanish) available online from the NC Healthy Start Foundation at: www.nchealthystart.org

To view a copy of the “Health Check / Does Your Child Have Health Insurance?” go to: http://www.nchealthystart.org/downloads2/HCNCHC_Fact_Sheet.pdf/

To view “The Right Call Every Time: Your Medical Home” Brochure, go to: http://www.nchealthystart.org/downloads2/MH_The_right_call.pdf/

The “Health Check / NC Health Choice Fact Sheet” is now translated and available online in several languages: Arabic, Chinese, Hmong, Korean, Montagnard, Spanish and Vietnamese. To print out a copy in one of these languages go to: <http://www.nchealthystart.org/outreach/index.html/>

Child Health Assessment

The plan to support sites in meeting the child health assessment requirement would include notifying all families at the time of application to the NC Pre-K Program that the child’s health assessment is required before being enrolled or within 30 days after a child enters the NC Pre-K Program. The Contractor and sites should work with the parent/family to coordinate appropriate resources for areas such as transportation, the public health department, public school health nurse, Child Care Health Consultants and other health care/medical consultants in the community to help families meet this requirement.

Plan for Health Consultation Services

A plan for health consultation services for all NC Pre-K sites should address the provision of services to sites from a qualified health consultant (either a licensed pediatric health professional or a health professional with specific training in health consultation for early childhood programs). Such a plan may include defined policies and practices to ensure health promotion and prevention of infection and injury and inclusion of children with special health care needs.

E. Reporting Program Progress

The Contractor must report to the County/Region NC Pre-K Committee throughout the year on implementation of the County/Region Plan including:

1. Program progress (recruiting, child identification and eligibility, enrollment and attendance);
2. Site updates (child placement, star licensure progress);
3. Site staff education levels, staff salaries and progress toward goals (administrators, teachers, assistants);
4. Professional development activities;
5. Efforts to collaborate with other agencies;
6. Strengths and barriers to service delivery;
7. Efforts to implement plans related to transportation, transitions, helping families access health insurance and a medical and dental home, helping ensure child health assessments and consultation from a qualified health professional; and
8. Fiscal and budget reports, including funds received and funds paid to subcontractor(s).

See **Appendix E** for an **Annual Timeline** to use as a guide for planning, implementing and monitoring NC Pre-K services.

F. NC Pre-K Standardized Site Selection Process**Purpose and Use of the NC Pre-K Site Selection Rubric**

1. SFY 2012-13 Legislation required the Division of Child Development and Early Education to establish a standard decision making process to be used by local NC Pre K Committees in awarding prekindergarten classroom slots and student selection.
2. The NC Pre-K Site Selection Rubric (Rubric) is designed to be used by the NC Pre-K Site Selection Sub-Committee as a comparative tool to help standardize the site selection process in each county or region across the state. These standards and indicators are designed to guide the Site Selection Sub-Committee's decisions in selecting sites for participation in the NC Pre-K Program.

3. The Site Selection Sub-Committee is required to complete a Rubric for each site applicant, using information from the **NC Pre-K Site Application** completed by potential NC Pre-K Site applicants. The Rubric is divided into five sections with points assigned to four of the sections. The fifth section, **Additional Locally Determined Indicators**, is to be used by each Site Selection Sub-Committee to list other indicators and assign up to eight (8) points. There are 100 possible points, including the eight (8) points for Additional Locally Determined Indicators. All sites within a county must be compared using the same **Additional Locally Determined Indicators** to ensure fairness across the site selection process.
4. Once a NC Pre-K Site Selection Rubric has been completed for each potential NC Pre-K Site applicant, the Site Selection Sub-Committee will use the **NC Pre-K Site Selection Process Decision Tree** for next steps.

See **Appendix D** for a sample Site Selection Sub-Committee Conflict of Interest Statement.

Guidance

Site Selection materials and instructions may be downloaded from the DCDEE website under the NC Pre-K Tab ([click here](#)). These include: Frequently Asked Questions, Instructions for Using the Rubric, NC Pre-K Site Selection Sub-Committee Conflict of Interest Statement, NC Pre-K Site Rubric and the NC Pre-K Site Application form.

Section 3: The NC Pre-K Child

A. NC Pre-K Child Enrollment Eligibility

Local contractors are responsible for determining NC Pre-K Child Enrollment Eligibility. Responsibility for determining eligibility can be delegated to the local NC Pre-K sites/sub-contractors, however the local contractor is ultimately responsible for insuring that eligibility determinations by sub-contractors are accurate and in accordance with NC Pre-K Eligibility Guidelines. This responsibility, along with other administrative duties, determines NC Pre-K contracts issued by DCDEE are Financial Assistance contracts. Characteristics and requirements of Financial Assistance contracts are described in the *NC Pre-K Fiscal & Contracts Manual*. http://ncchildcare.nc.gov/pdf_forms/NCPre-K_BudgetFinancialContractManual.pdf/

Child applications must be dually verified (signed) by the Contracting agency.

Determination of child eligibility does not guarantee placement in the NC Pre-K Program. Placement is also determined by availability of NC Pre-K funds which are appropriated each year by the NC General Assembly during the legislative session.

Age Requirements

1. Children to be enrolled must be four years of age on or before **August 31st** of the program year.
2. Children eligible for kindergarten cannot be served with NC Pre-K funds.

Income Requirements

A child that meets the age requirements is eligible for NC Pre-K if the child is from a family whose gross income is at or below 75% of the State Median Income level.

Additional Eligibility Criteria

Children of Eligible Military Families:

Any age-eligible child who is a child of either of the following shall be eligible for the program, without regard to income: 1) an active duty member of the Armed Forces of the United States, including the North Carolina National Guard, State military forces or a reserve component of the Armed Forces, who was ordered to active duty by the proper authority within the last 18 months or is expected to be ordered within the next 18 months or 2) a member of the Armed Forces of the United States, including the North Carolina National Guard, State military forces or a reserve component of the Armed Forces, who was injured and/or is receiving military disability retirement or was killed while serving on active duty.

Children who have a parent or guardian in the military often experience increased stress levels. Contract administrators are strongly encouraged to identify resources in the community and help make connections for families to support children in these circumstances.

Additional Eligible Children:

In addition, up to 20% of age-eligible children enrolled may have family incomes in excess of seventy-five percent (75%) of the state median income if the child has one of the risk factors identified below:

- Identified developmental disability;

- Limited English Proficiency (LEP) as indicated by the family and/or child speaking limited or no English in the home;
- An educational need as indicated by the child's performance results on an approved developmental screening or in an existing Individualized Education Plan (IEP); and/or
- A chronic health condition as indicated by the diagnosis from a professional health care provider.

Priority to Serve the Unserved Population

Contract administrators are strongly encouraged to serve children who have received no prior early education services outside the home in a group setting. In addition, continuity of care should be taken into consideration for eligible 4-year-old children moving into a NC Pre-K classroom who have been previously enrolled in that site.

Guidance

Clarification for Additional Eligibility Criteria

- Developmental disabilities are identified through screenings followed by targeted tests and measures administered by education and/or health professionals. They may include but are not limited to cerebral palsy, sight or vision impairment, orthopedic impairment or autism.
- An educational need must be supported by the results from an approved developmental screening instruments. NC Pre-K approved developmental screening instruments can be found in **Section 5 B. Developmental Screening.**
- Developmental screening and a complete developmental evaluation are two different activities. The developmental screening is to alert educators, families and administrators that there could be a **potential delay** in any category measured by the developmental screening.
- Developmental screening documentation provided by appropriately trained screening professionals (e.g., teachers, preschool coordinators) must be **signed, dated and scored** indicating the specific delay.
- Children with IEP's have already been screened and do not need to be re-screened. Screening is the first step in determining if a child needs to be referred for a full evaluation (after discussing with the family, site administrators/principals).
- Children/families may apply who are income eligible when the availability of child slots does not meet the demand for NC Pre-K services. The local Contractor must work with the local NC Pre-K Committee to determine a policy for prioritizing child needs. For example, a child with one or more documented developmental delay may be designated as a high priority and would be considered for a NC Pre-K placements.
- Chronic health conditions must be documented in writing by a professional health care provider. These conditions may include, but are not limited to, asthma, diabetes, cancer, sickle cell anemia, juvenile arthritis or other health conditions that the health care provider has diagnosed and identified as having the potential to interfere with a child's development and learning. The Health Assessment form can be used to consider more evidence before an "over income child" is accepted for the NC Pre-K Program. This additional evidence can increase the strength of the decision to approve a child for eligibility (i.e., the more indicators that the Committee and Contractor have for an eligibility decision strengthen the decision). The professional health care provider would need to provide a written statement on the Health Assessment form, signed and dated, describing how the child would benefit from participating in a high quality childhood program such as NC Pre-K.
- Health Plan (not the Health Assessment) is similar to an IEP (Individual Education Program or Plan) that address care needs for health conditions such as a colostomy bag, trach tubes, cerebral palsy, etc., when there are no other cognitive, language disabilities, etc., and typically prescribe the need for a health care aid.
- Limited English proficiency is identified when the family and/or child speaks limited or no English in the home. Contractor administrators are strongly encouraged to identify resources in the community to support children and families with limited English proficiency.

B. NC Pre-K Program Eligibility Form

NC Pre-K Program Eligibility Form
(REVISED: Effective August 2015)

Date Completed: _____
Child's Name: _____ **Birth Date:** _____
Address: _____
City: _____ **Zip:** _____ **Phone: ()** _____

Determining Eligibility Factors

- 1) Will the child be four years of age on or before **August 31st** of the program year?
 ___ **No (Child is not eligible)**
 ___ **Yes (Move to question 2)**

- 2) What is the annual family gross income? _____ What is the family size? _____
Is either parent(s) - Check all that apply: (These are not eligibility requirements but this information will help DCDEE to leverage federal funding)
 - Employed**
 - Seeking employment**
 - In post-secondary education**
 - In high school or in a GED program**
 - In job training**
 - Other** _____

- 3) Does the family's countable income fall at or below 75% of the State Median Income (SMI)?
 ___ **No (Go to question 4)**
 ___ **Yes (Child is eligible; complete Tables A and B)**

- 4) Does the child have an Individualized Education Plan (IEP)?
 ___ **No (Complete Tables A and B and move to question 5)**
 ___ **Yes (Child is at risk; complete Tables A and B and move to question 5)**

TABLE A		
Check one box for each:	Yes	No
Child has identified developmental disability	<input type="checkbox"/>	<input type="checkbox"/>
Child of eligible military family	<input type="checkbox"/>	<input type="checkbox"/>
Child has Limited English Proficiency	<input type="checkbox"/>	<input type="checkbox"/>
Child has chronic health condition(s)	<input type="checkbox"/>	<input type="checkbox"/>
Child has identified educational need, and/or IEP	<input type="checkbox"/>	<input type="checkbox"/>

1. TABLE B (TANF/MOE only)	Check one
130% of poverty and below	
131 - 185% of poverty	
186 - 200% of poverty	
201 - 250% of poverty	
251 - 300% of poverty	
Above 300% of poverty	

- 5) **(Please complete this question if you have answered question 4)**
 Have one or more boxes in Table A been checked "Yes"?
 ___ **No (Child is not eligible)**
 ___ **Yes (Up to 20% of children in families with family incomes above 75% of the state median income may be deemed eligible and enrolled in NC Pre-K if the child has other designated risk factors. Children of eligible military families may be served without regard to income and are NOT required to be included in the allowed 20% of over-income families.)**

Note: Child Applications must be **dually signed** by the contracting agency to verify the information and documentation provided by the family is accurate and on file (birth dates, family income, chronic health issues, etc.) to support enrollment.

C. Eligibility for Families at or below 75% of State Median Income

Income eligibility for NC Pre-K is determined by family size and gross income.

Table 1. 75 % STATE MEDIAN INCOME

Family Size	75 Percent State Median Income
1	\$26,069
2	\$34,090
3	\$42,112
4	\$50,133
5	\$58,154
6	\$66,176
7	\$67,680
8	\$69,184
9	\$70,688
10	\$72,192
11	\$73,696
12	\$75,200

Effective August 1, 2015

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D. Temporary Assistance to Needy Families/Maintenance of Effort

When a child is determined eligible for services, a % of poverty category must be determined (see Table 2), entered on the **NC Pre-K Program Eligibility Form (Scorecard)** and in NC Pre-K Kids and APP. **This information will be used for the purposes of meeting TANF/MOE requirements and will not affect eligibility determination.**

Table 2. Determining Percent of Poverty Category for TANF/MOE Reporting

Family Size	Federal Poverty	130%	150%	185%	200%	250%	300%
1	\$11,770	\$15,301	\$17,655	\$21,775	\$23,540	\$29,425	\$35,310
2	\$15,930	\$20,709	\$23,895	\$29,471	\$31,860	\$39,825	\$47,790
3	\$20,090	\$26,117	\$30,135	\$37,167	\$40,180	\$50,225	\$60,270
4	\$24,250	\$31,525	\$36,375	\$44,863	\$48,500	\$60,625	\$72,750
5	\$28,410	\$36,933	\$42,615	\$52,559	\$56,820	\$71,025	\$85,230
6	\$32,570	\$42,341	\$48,855	\$60,255	\$65,140	\$81,425	\$97,710
7	\$36,730	\$47,749	\$55,095	\$67,951	\$73,460	\$91,825	\$110,190
8	\$40,890	\$53,157	\$61,335	\$75,647	\$81,780	\$102,225	\$122,670
9	\$45,050	\$58,565	\$67,575	\$83,343	\$90,100	\$112,625	\$135,150
10	\$49,210	\$63,973	\$73,815	\$91,039	\$98,420	\$123,025	\$147,630
11	\$53,370	\$69,381	\$80,055	\$98,735	\$106,740	\$133,425	\$160,110
12	\$57,530	\$74,789	\$86,295	\$106,431	\$115,060	\$143,825	\$172,590

*Based on 2015 Federal Poverty Levels Revised July 2015

E. Definitions and Recommended Documentation for Verification

During the application process, at a minimum, the items and documentation identified in the chart below must be collected for each child and family. This information will serve two purposes: (1) to determine NC Pre-K eligibility and (2) for the state to determine TANF (Temporary Aid to Needy Families) and CCDF (Child Care and Development Fund) Maintenance of Effort (MOE) and matching contributions.

Data Element	Parent, guardian or caregiver statement substantiated by parent, guardian or caregiver signature is required for family size and kinship. (e.g., signed and dated NC Pre-K Child Application)
Child's Name	Parent, guardian or caregiver statement
Birth Date	Child's birth certificate, medical records, immunization records or recorded in Family Bible
Child's SS #	Verification of child's social security number, if applicable
County	County of child's residence as documented on NC Pre-K Child Application
Military Status	Military Member's leave and earnings statement
Kinship (signature required)	<p>Kinship is established when the child in care lives with an adult blood relative or with a non-relative who has legal custody or guardianship*. If child is living with non-relatives or other adults that have legal custody or guardianship, guardian must present a <u>legal document</u> verifying they have <u>legal custody</u> or <u>guardianship</u>*.</p> <ol style="list-style-type: none"> 1. A parent which includes a natural mother or father, a legal mother or father or adoptive parent(s) after issuance of the final order of adoption. 2. Alleged mother or father or other alleged maternal or paternal relative. 3. A blood or half-blood relative or adoptive relative limited to brother, sister, grandparent, great-grandparent, great-great-grandparent, uncle or aunt, great-uncle or aunt, great-great-uncle or aunt, nephew, niece or first cousin. 4. A step relative limited to stepparent, stepbrother and stepsister. 5. Spouses of anyone in the above groups, even after the marriage has been terminated by death or divorce. 6. Other adults who have legal custody or guardianship of a child. Foster parents do not have legal custody or guardianship. Custody remains with the Department of Social Services.
Family Size (signature required) (Number in Family: parents, stepparents, all siblings)	<p>Include the following individuals living in the child's home:</p> <ol style="list-style-type: none"> 1. The NC Pre-K child plus all minor brothers and sisters, half-brothers, half-sisters, stepbrothers and stepsisters. 2. Parents and stepparents of these children. 3. Incarcerated or institutionalized individuals are <u>not</u> included. 4. If a child is living with a relative such as a grandparent, aunt, uncle, etc., or another individual and these adult(s) are caregivers or have legal custody, then the family size consists of the NC Pre-K child, plus all minor brothers and sisters, half-brothers, half-sisters, stepbrothers and stepsisters living in the same household. The adults are not included, nor are the children of these adults counted. 5. If a child is living with a relative such as a grandparent, aunt, uncle, etc., or another individual and these adult(s) have legal guardianship*, then the family size consists of the NC Pre-K child, plus all minor brothers and sisters, half-brothers, half-sisters, stepbrothers and stepsisters living in the same household. The adults and children of these adults are counted as well.
Family Income (To convert weekly income to annual, multiply weekly by 4.3 to obtain monthly, then by 12 for annual.)	<p>Count parent or stepparent's regular gross income (documentation required).</p> <p>Regular gross income may include regular employment, income earned through sales commissions averaged over several months, regular employment through a temporary employment agency, child support payments, alimony payments, workman's compensation and retirement/disability benefit income.</p> <p>Excluded from regular gross income are parent, stepparent and child Supplemental Security Income, adoptive assistance, foster care payments and irregular income (e.g., over-time, temporary unemployment pay, Work First, Food Stamps, student loans).</p> <p>If legal custodian, or other caregiver, only count the child's income including Social Security Income and Child Support Payments. Do not count Supplemental Security Income. Count income from any <u>minor</u> siblings living in the home.</p> <p>If legal guardian* count the adult's income and child's income including Social Security Income and Child Support Payments. Count income from any <u>minor</u> siblings living in the home. Do not count Supplemental Security Income.</p>

* Guardians are only counted in the family unit, and their income is counted, only if both biological parents are deceased or their parental rights have been terminated by the court.

Guidance

Other considerations when determining income for child eligibility:

- Income verification must take place using one of the following documents:
 - Tax Records
 - Pay Stubs
 - Award Letters from the Social Security Administration
 - Award Letters from the Employment Security Commission
 - Employer statements
 - Business records for self-employed individuals
 - Signed statements when an individual claims to have no verifiable countable income
- For a child in the custody of DSS, income of the foster parents is not considered when determining eligibility. If the child has income such as Social Security death or disability benefits, that income would be counted. This is consistent with the Subsidized Child Care policy.
- Legal Custody is considered to have the same kinship to the child as a caregiver (could be long or short-term). If the child lives with a relative or non-relative because the parents are incarcerated, in a health/wellness facility, work/live in another city/state, etc., but the parents still have their parental rights, only count the NC Pre-K child and any other siblings in the family size. Income of the adults would not be counted.
- Legal Guardianship is awarded by the courts when the birth parents no longer have parental rights of the child or the birth parents have passed away. Count the adults, the NC Pre-K child and other siblings in the family size. The child and adult's income would be counted.
- For a child with a living parent or legal guardian, all the adult's income is counted from all sources to include retirement income and disability benefits.

F. Children with Unique Needs

When a teacher, the family or other involved person has significant concerns about a NC Pre-K child's emotional, social, cognitive, language/communication development, sensory function or behavior, he/she shall notify the local school system for assistance.

The following steps shall be followed:

1. If, as a result of information gathered through the developmental screening process, home visits, consultations with the family, and/or from experience working with a particular NC Pre-K child, the NC Pre-K Program staff has significant concerns about that child and the program's ability to address his/her needs, the program administrator shall notify the local school system's Preschool Exceptional Children Program for assistance.
2. The NC Pre-K administrator, teacher and the family, in consultation with the school system's Preschool Exceptional Children Program and other available resources, shall work together to develop a coordinated plan to support the NC Pre-K child's placement in the NC Pre-K Program. Every effort shall be made to maintain the child's enrollment and participation.
3. If efforts to access the consultation needed to develop a coordinated plan of support prove unsuccessful, the NC Pre-K contract administrator shall contact the Division of Child Development and Early Education for guidance.

Guidance

During the SFY 2014-2015 program year, the NC Pre-K State Advisory Committee identified “children with unique needs and behavioral challenges,” as one of the top five priorities to study and address. Recommendations from the work of the subcommittee on “Children with Unique Needs/Behavioral Challenges” were presented and accepted by the State Advisory Committee during its June 9, 2015 meeting.

This work is in alignment with the Federal Policy Statement on Expulsion and Suspension Policies in Early Childhood Settings, which is a provision of the 2014 Child Care Development Block Grant (CCDBG) revised law. Click [here](#) to download the Policy Statement. For additional federal resources click [here](#).

RESOURCES**Growing Up Well: Supporting Young Children’s Social-Emotional Development and Mental Health in North Carolina**

(July 2012) This Task Force was convened at the request of the North Carolina General Assembly. North Carolina Institute of Medicine click [here](#) to download the report.

Policy Statement on Expulsion and Suspension Policies in Early Childhood Setting, U.S. Department of Health and Human Services and U.S Department of Education (2014) Click [here](#)

Program Costs - Overview of Evidenced-Based Programs or Treatment of Children 1-5 NC Institute of Medicine (2011) Click [here](#)

Section 4: The NC Pre-K Site

A. Facility Requirements

Programs serving NC Pre-K children shall maintain a four or five star rated license.

For new centers, a temporary license will be issued for six months with the expectation of the program achieving a four or five star license at the end of the temporary time period.

See also NC Child Care Rule [10A NCAC 09 .3002 Facility Requirements](#)

History Note: Authority G.S. 110-88; S.L. 2011-145, s. 10.7(a);

Eff. November 1, 2012

Guidance

New Facility - If the program does not achieve at least a four star license at the end of the temporary time period then a Provisional License may be issued for any length of time up to, but not exceeding, 12 consecutive months to allow a specific time period for the program to correct violations that do not cause conditions hazardous to the health and safety of the children in care. A Corrective Action Plan (CAP) must be included that describes what the facility operator must do to comply with requirements.

NC Pre-K Facility with Reduction in Star Rating - If a four or five star rated license center participating in the NC Pre-K Program drops below 4 stars for any reason, then a Provisional License may be issued for any length of time up to, but not exceeding, 12 consecutive months to allow a specific time period for the program to correct violations that do not cause conditions hazardous to the health and safety of the children in care. A Corrective Action Plan (CAP) must be included that describes what the facility operator must do to comply with requirements.

If the operator is unable to move the facility back to a four or five star rated license by the end of the Provisional time period, the NC Pre-K Contract Administrative Agency in collaboration with the local NC Pre-K Committee may deny eligibility to participate in the NC Pre-K Program.

B. Official NC Pre-K Day and Year

NC Pre-K sites must provide a Pre-K program for a minimum of 6.5 hours per day for 10 months (36 weeks) of instructional days per school calendar year.

The 6.5 hour day refers only to the instructional portion of the day for children. Transportation is not a part of the 6.5 hour day. Time adjustments should be made in the schedule for transportation time to ensure that children have a minimum of 6.5 hours of instructional time each day.

Guidance**Official Day and Year Requirements**

Whenever possible the hours of operation should be consistent with the school system in the geographic area where the site is located. Additionally, the site's schedule should generally follow the local public school calendar. Variations from this guidance should be addressed between the Contractor and site. Hours of operation must be consistent with a minimum of a 6.5 hour day, 10 months or 36 weeks pre-k year, including year around public schools.

Home Visits/Staggered Entry

Days that are set aside for home visits and for staggered entry at the beginning of the school year may be included as part of the school calendar year. Throughout the school year a home visit may also count as an attendance day when used for programmatic purposes or for a child who is unable to come to school due to special circumstances (e.g. extended illness, hospitalization and recovery).

Staff Professional Development:

Licensed administrators, teachers and teacher assistants in nonpublic and public schools must participate in professional development consistent with the NC State Board of Education policy. This policy can be found on the Department of Public Instruction's website at <http://www.ncpublicschools.org/licensure>.

Administrators, teachers and teacher assistants in nonpublic school settings, working toward Pre-K qualifications must participate in a minimum of six documented semester hours per year.

Staff is required to work all the work days (up to 5) included in the school calendar. If additional teacher work days are offered the NC Pre-K requirements would not require that the NC Pre-K staff work those additional days.

Guidance

A Professional Development Day could be a day that the staff attends trainings/workshops relevant to their position as the NC Pre-K teacher. (In some counties the staff of private facilities have attended the trainings set up for the NC Pre-K staff in DPI sites). These days could also be spent working in their classrooms preparing materials for their children.

C. Program Attendance Policy

Child attendance must be taken daily and submitted monthly for reimbursement. A child must attend a minimum of 50% of the site's operational days to be fully reimbursed. The NC Pre-K Plan and NC Pre-K Kids systems will calculate the attendance days and payment. During August and May (or September and June), the first and last month of the operating year, a child must attend at least one day in order to be reimbursed. (Also applies to the first month of operation when classrooms are started during the school-year due to expansion funds). In addition, the NC Pre-K Plan and NC Pre-K Kids systems will calculate a partial payment for a child who has attended between 25% and 50% of the attendance days in a month. This has been implemented to resolve attendance issues during months when the total number of attendance days may be reduced due to tracking out and/or holidays such as Thanksgiving, Christmas or Spring Break. *(See the NC Pre-K Program Fiscal and Contract Manual for detailed requirements on the payment process.)*

When a child enrolled in the NC Pre-K Program has been absent for more than three consecutive days, the site-level administrator must contact the family and determine the child's participation status. The site-level administrator must document attempts to contact the family and any specific decisions regarding the child's continued participation in the program. The site-level administrator must contact the local NC Pre-K contractor to share information related to the child's absence and to determine what further action may be necessary to maintain the child's attendance in the program.

Exceptions for an individual child's attendance can be requested for certain conditions such as illness, hospitalization, military leave or crisis requiring family travel. These requests should be sent in writing to the NC Pre-K contractor, who will determine whether the exception is approved. Contractors may require documentation for the circumstance regarding the need for the exception such as documentation from a medical professional.

An education service that goes beyond a phone call must be provided to the child in these circumstances and may be a hospital visit, home visit, etc.

*See also NC Child Care Rule [10A NCAC 09 .3003 Program Attendance Policy](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012*

Guidance

Contractors and site administrators should work with families to support a child's attendance and participation in the NC Pre-K Program. Every effort should be made to maintain the child's placement and participation in NC Pre-K.

Guidance**Inclement Weather/Snow Day-Make-Up**

1. The primary guideline is to follow the school system make-up schedule. However, if that is not reasonable and practical for the private sites, they may consider other options such as adding other days or hours to meet the NC Pre-K minimum (6.5 hours per day for 10 months (36 weeks) of instructional days per school calendar year). Sites are encouraged to find a scheduling solution that will provide the NC Pre-K children equivalent instructional time as all other NC Pre-K classrooms, as well as meeting the needs of public schools, private sites and Head Start programs.
2. The local Contractor should work with the local NC Pre-K Committee to discuss options, develop a written policy and communicate that across local NC Pre-K programs. Ideally, all sites should follow the same make-up schedule, unless, there are clear barriers that prevent this for a certain site(s).
3. Each NC Pre-K Committee and contracting agency should also consult with local providers to determine the best make-up schedule that would support site and families, including those that may present possible barriers.
4. The written policy should provide program sites with options to extend the NC Pre-K instructional day to meet the required number of instructional hours for the NC Pre-K program year, have the children attend on a day that was originally scheduled as a teacher workday/vacation day for the children, or possibly a weekend day (Saturday).

D. Nutrition

Sites must provide breakfast and/or snacks and lunch meeting the Meal Patterns for Children in Child Care Programs from the USDA requirements during the regular school day. The partial/full cost of meals may be charged when families do not qualify for free/reduced price meals. This fee must be approved by the NC Pre-K Committee.

Child care requirements adopted by the NC Child Care Commission and effective on December 1, 2012 require that only unflavored skim or low fat milk be served to children two years old and older. Chocolate milk is not allowed. In addition, staff must role model appropriate eating behaviors by consuming only food or beverages that meet the USDA requirements in the presence of children. Changes to the nutrition standards were adopted and can be found in the NC Child Care Rule NCAC 09 .0900 General Nutrition Standards.

New legislation was signed into law by the General Assembly in July, 2012. It applies to all licensed programs, including NC Pre-K Programs. It allows parents or guardians to provide food and beverages to their children that may not meet the nutrition standards outlined in the Meal Patterns for Children in Child Care Programs from the USDA and allows parents and guardians to opt out of any supplemental food program provided by the program. When children bring their own food for meals or snacks to the program, if the food does not meet the nutritional USDA requirements, the program must provide additional food necessary to meet those requirements unless the child's parent or guardian opts out of the supplemental food provided by the program. A statement acknowledging the parental decision to opt out of the supplemental food provided by the program signed by the child's parent or guardian must be kept on file at the program. Opting out means that the center will not provide any food or drink as long as the child's parent or guardian provides all meals, snacks and drinks scheduled to be served at the program's designated times. If the child's parent or guardian has opted out but does not provide all food and drink for the child, the program will provide supplemental food and drink as if the child's parent or guardian had not opted out of the supplemental food program.

Guidance

Sites should inform families about the importance of good nutrition to encourage families to choose healthy food options for their children. Families and program staff can also be referred to the USDA Choose My Plate website for additional information and resources to support good nutrition (<http://www.choosemyplate.gov/healthy-eating-tips/ten-tips.html>) as well as the website for the NC Program "Eat Smart, Move More" (<http://www.nutritionnc.com/snp/kesmm.htm>).

See also NC Child Care Rule [10A NCAC 09 .0900 Nutrition Standards](#)

History Note: Authority G.S. 110-85; 110-91(2); 143B-168.3;

Eff. January 1, 1986; Amended Eff. December 1, 2012; July 1, 2010; July 1, 1998; October 1, 1991; November 1, 1989.

E. Transportation Fees

Contractors may choose to use some of the NC Pre-K administrative allocations for transportation services. They may also use funds from other sources such as Smart Start or private funding.

When all other options have been exhausted, families with children participating in NC Pre-K may be charged a nominal amount for transportation to/from the NC Pre-K site if approved by the NC Pre-K Committee. However, children who are at-risk should not be denied services based on the family's inability to pay.

F. Wrap-around Services

Families may also be charged for the cost of wraparound services provided before or after the NC Pre-K day, during holidays or during summer months. NC Pre-K funds may not be used for such costs.

Guidance

While NC Pre-K funding cannot be used for wraparound services (time periods before or after the NC Pre-K day), sites should attempt to meet the needs of families and children for full day care. When wraparound services are provided before and/or after the regular school day, during holidays or summer months, the provider may charge a fee for that service or accept a subsidy voucher from a participating family. Instructional staff's (teacher and teacher assistant) 40-hour-work week should not include before and/or after care services.

G. Religious Activities

- (a) During the Pre-K portion of the day, no subcontractor (service provider) may use its Pre-K funding to pay for any of the following:
- (1) Religious worship, instruction or proselytization.
 - (2) Equipment or supplies to be used for any of the activities specified in paragraph (a) (1) of this section.

Guidance

Teachers should understand each child's cultural background because her/his family's beliefs, attitudes, values and behaviors have a significant impact on the child's development and learning. It is important to respect each child's culture (*NC Foundations for Early Learning and Development*).

Teachers may help children explore the similarities and differences among family traditions, holiday celebrations and cultural values. The aim is for children to understand that "Families are different." Be very sensitive to children who celebrate differently from the majority of the children. (National Association for the Education of Young Children | NAEYC)

Children may learn about other cultures, but there must not be any practicing of any religion. Learning about religion is considered social studies, while practicing religion is considered worship.

Section 5: The NC Pre-K Classroom

A. Child Health Assessments

A health assessment is required to be on file at the NC Pre-K site within 30 days after a child enters the NC Pre-K Program and the assessment may be no more than 12 months old at the time of program entry. The health care provider is responsible for making appropriate referrals as indicated by the health assessment. The health assessment must include:

1. Physical examination
2. Updated immunizations
3. Vision screening
4. Hearing screening
5. Dental screening

The site-level administrator must review all health assessment results and share the results with families.

*See also NC Child Care Rule [10A NCAC 09 .3005 Child Health Assessments](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012*

Guidance

Forms

Sites are encouraged to use the Kindergarten Health Assessment Report (Form # PPS-2K Rev. 1/11), which is available through local health departments, public schools and at http://www2.ncdhhs.gov/dph/wch/doc/aboutus/KHA_1-11.pdf

The Kindergarten Health Assessment Report may be used in lieu of the DCDEE Health Assessment Form.

For sites that use other forms, additional documentation may be necessary to meet all NC Pre-K requirements.

A child's last allowable Medicaid health assessment will meet this requirement.

All components of the health assessment can be completed during the child's physical including the vision, hearing and dental screenings.

Working with Families

If a child's health assessment is not in place on the first day of attendance, the family/parent should be given written notice to have the assessment completed within 30 calendar days in accordance with NC Child Care Rule 10A NCAC 09 .3005 (a).

Contractors and sites should make every effort to assist families in obtaining a health assessment for their child and should enlist help from other community organizations and agencies.

B. Developmental Screening

All children enrolled in NC Pre-K must receive a developmental screening using an approved screening instrument, unless the child has an existing Individualized Education Program (IEP). The screening shall be conducted by a person trained in administering the screening. Children must be screened within 90 days after the first day of attendance in the program or within 6 months prior to the first day of attendance.

Screening must be used solely for the purpose of identifying children who should be referred for further evaluation and testing based on concerns in one or more developmental domains. **The site-level administrator must review all developmental screening results and share the results with families.**

Children shall be screened using one of the approved screening instruments listed below:

1. Ages & Stages Questionnaires, Third Edition (ASQ-3) or Ages & Stages Questionnaires (ASQ)
2. Brigance Early Childhood Screen II (3-5 Years) or Brigance Head Start Screen or Brigance Preschool Screen – II, (under 4 yrs. 11 mos.) or Brigance K & 1 Screen – II (5 yrs.0 mos. and older)
3. Developmental Indicators for the Assessment of Learning, Third Edition (DIAL-3) or Fourth Edition (DIAL-4)
4. Parents' Evaluation of Developmental Status (PEDS)

*See also NC Child Care Rule [10A NCAC 09 .3006 Developmental Screening](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012*

Guidance

Any professional conducting developmental screening must be trained in the use of the selected screening instrument. Oversight of the screening process should be provided by professional(s) with specialized training and expertise in early childhood assessments. Coordination with community service providers is recommended to avoid duplicate screening of children.

The NC Pre-K site administrator should use the developmental screening to identify children at risk who need further observation/full evaluation based on screening results related to one or more domains of development (health/physical, emotional/social, cognitive, language/communication, and approaches to play and learning). Screening results, family input and observational information should be used to inform decisions about contacting the local school system's Exceptional Children Program or other evaluation resources for further evaluation to determine if a child is eligible for special education, related services or other supports for modifications in the classroom.

See the [Effective Practices Brief on Developmental Screening of Children in Pre-Kindergarten, July 2010](#) at: http://www.earlylearning.nc.gov/_pdf/EP-DevelopmentalScreeningJuly2010.pdf

C. Early Learning Standards And Curricula

NC Pre-K Programs must use the *North Carolina Foundations for Early Learning and Development*. Teaching staff must use these early learning standards to guide and inform their planning and facilitation of comprehensive, developmentally appropriate, high-quality prekindergarten learning experiences for children and in their work with families. The *North Carolina Foundations for Early Learning and Development* may be found on the DCDEE's website at http://ncchildcare.nc.gov/providers/pv_foundations.asp.

Each NC Pre-K classroom staff shall use an approved curriculum that aligns with the *North Carolina Foundations for Early Learning and Development*. "Curriculum" means a curriculum that has been approved as set forth in the NC Child Care Rules by the NC Child Care Commission as comprehensive, evidence-based and with a reading component.

See also NC Child Care Rule [10A NCAC 09 .0102 Definitions](#)
History Note: Authority G.S. 110-88; 110-88; S.L. 2011-145, s. 10.7 (a);
Eff. January 1, 2013

The following list represents a partial list of currently approved preschool curricula that aligns with the *North Carolina Foundations for Early Learning and Development* standards.

1. *The Creative Curriculum® for Preschool, 4th Edition* , Teaching Strategies, Inc., 2002
2. *The Creative Curriculum® for Preschool, 5th Edition* , Teaching Strategies, Inc., 2010
(Approved with the stipulation that programs purchase and use:
Volume 1 The Foundation;
Volume 2 Interest Areas;
Volume 3 Literacy;
Volume 4 Mathematics; and
Volume 5 Objectives for Development and Learning)
3. *The Creative Curriculum® system for Preschool*, Teaching Strategies, Inc., 2010
4. *The Empowered Child™*, Childtime, 2nd Edition, 2007 (Approved for use in Childtime programs)
5. *Explorations with Young Children: A Curriculum Guide from the Bank Street College of Education*, Gryphon House, 1992
6. High Reach Learning, High Reach Learning, Inc. 2009
7. *HighScope Preschool Curriculum*, HighScope Press, 2002
8. *Investigator Club Prekindergarten Learning System*, NC Edition, Robert Leslie Publishing, 207-2012 (Approved with the stipulation that programs implement the curriculum only in four-year-old classrooms and purchase the complete system, NC edition)

9. *Opening the World of Learning™ (OWL)*, Pearson Early Learning, 2005 (Approved with the stipulation that full-year programs have a plan to supplement or extend the curriculum since OWL is designed to cover a school year)
10. *Passports: Experiences for Pre-K Success*, HighReach Learning, 2007 (Approved with the stipulation that programs purchase the *Compass* and at least one set of study/theme materials.)
11. *Tools of the Mind*, 6th Edition, Metropolitan State College of Denver, 2009-2011. (Approved with the stipulation that programs participate in the *Tools of The Mind* professional development offered by the publishers to implement the curriculum and purchase: Bodrova, E. and Leong, D. J., *Tools of the Mind, The Vygotskian Approach to Early Childhood Education, 2nd ed.*, Pearson Education, Merrill/Prentice Hall, 2007)
12. *Tutor Time LifeSmart™*, Copyright 2005 (Approved for use in Tutor Time programs)
13. *La Petite Academy Journey® on the Learning Care System™*
14. *Links to Literacy*, 2005
15. *HighScope Preschool Curriculum*, 2012

See also NC Child Care Rule [10A NCAC 09 .3007 Early Learning Standards and Curricula](#) History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a); Eff. January 1, 2013

D. Formative Assessments

Classroom staff are required to conduct ongoing (regular) formative assessments to gather information about each child's growth and skill development, as well as to inform instruction. All formative assessments used by the NC Pre-K Program must be approved by the NC Child Care Commission based on the assessment tool's ability to collect information on children's behaviors, development, skills, knowledge, strengths, needs and interests across all domains of development.

The following assessment tools are aligned with the *NC Foundation for Early Learning and Development* to meet this requirement.

1. Creative Curriculum Developmental Continuum, Ages 3-5 and Teaching Strategies GOLD
2. Galileo On-line Assessment System
3. HighScope Preschool Child Observation Record (COR) (second edition)
4. Learning Care System (for use with Tutor Time *LifeSmart™* and The Empowered Child™ Childtime)
5. Work Sampling System (Meisels)
6. Galileo Pre-K
7. The Creative Curriculum Developmental Continuum Assessment System
8. HighScope Child Observation Record, 2nd Edition
9. Investigator Club (Approved with the stipulation that this is used only with Investigator Club curriculum)
10. Teaching Strategies GOLD®
11. The Work Sampling System, 4th Edition

*See also NC Child Care Rule [10A NCAC 09 .3008 Formative Assessments](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7 (a), (b);
Eff. March 1, 2013*

Guidance

The teacher and teacher assistant should:

- Collect ongoing assessment data for each child by gathering information about what children know and do, how they interact with other children/adults and how they process information/solve problems.
- Use the assessment information to tailor instruction to the individual needs of each child.
- Discuss the assessment information with the teacher assistant as you plan for each child.
- Review child's progress with his/her family.

To gather information about formative assessment see the Effective Practices Brief of [Assessment of Children in Pre-Kindergarten - August 2010](#)

E. Staff-to-Child Ratio and Class Size

The classroom will not exceed a maximum staff-to-child ratio of 1 to 9 with a maximum class size of 18 children, with at least one teacher and one assistant teacher per classroom. Classrooms that provide for inclusive settings for children with disabilities may require an adult to child ratio lower than 1 to 9. For LEA administered public school exceptional children's preschool classrooms, ratios must be in compliance with the North Carolina Policies Governing Services for Children with Disabilities, Section 1508-Class Size: School Age and Preschool at: <http://ec.ncpublicschools.gov/policies/nc-policies-governing-services-for-children-with-disabilities/>.

*See also NC Child Care Rule [10A NCAC 09 .3009 Staff-to-Child Ratio and Class Size](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012*

Guidance

Inclusive classrooms are encouraged. The value of inclusive settings ensures that each child's strengths, unique learning needs and abilities are addressed. Inclusive classrooms may require an adult to child ratio lower than 1 to 9.

F. Mixed-age Classrooms

Children may be placed in a NC Pre-K classroom that do not meet age eligibility requirements but these children cannot be funded using NC Pre-K dollars and must not be reported in the NC Pre-K Plan. When choosing to operate a mixed-age classroom, it is important to ensure developmentally appropriate practices for each child. Consult with the NC Pre-K State Office and your DCDEE Licensing Supervisor when considering this option.

Guidance

Mixed Age Classrooms

The NC Pre-K Program is designed to provide high quality educational experiences to enhance school readiness for eligible four-year-old children. At times, younger children may be enrolled in the NC Pre-K classroom along with the four-year-old children. Before grouping children of mixed ages, the following should be considered:

- The optimum age range
- Proportion of older to younger children
- Teaching and curriculum strategies should maximize the educational benefits for the group.
- Planned activities should be age appropriate and should effectively meet the developmental needs of all children in the classroom, as determined by on-going formative assessment, regardless of age.

If children younger than three years of age are being considered for a mixed age classroom, please contact your NC Pre-K Program Policy Consultant for further guidance.

G. Rest Time

A rest/quiet period is required for each child every day, the length of which shall be determined according to the individual needs of each child.

During rest time, the staff/child ratio is considered in compliance if at least one staff is in the classroom with children while resting and is visually supervising all children. The second person needed to meet the 1 to 9 ratio must be on the premises, within calling distance of the classroom to remain in compliance.

At least one alert staff member is always in the classroom, actively supervising the children with no lapses. Additional staff must be onsite and can be called to assist in the event a need arises.

Guidance

Preschool-aged children should be provided with a regular time, every day, when they are encouraged, but not forced, to nap or rest. The nap/rest time should be regularly scheduled so that it happens at about the same time each day. Preschoolers have often (but not always) outgrown their need for sleep during the day but still benefit from a quiet rest time where they can relax, do quiet activities and/or participate in additional one-on-one interactions with instructional staff to address differentiated instructional goals. The nap/rest schedule must be reasonable for most of the children in the group. For those children who are early risers or non-nappers accommodations must be made to meet their needs such as:

- Children can read books quietly or play quietly with toys on their mat or cot.
- Children can read or play quietly in another part of the classroom away from sleeping children.
- Children may go to another room where early risers or non-nappers can participate in activities, with the necessary supervision.
- Children can go outside where they can participate in free play or specific activities, provided that they are supervised by the required number of staff.

The teacher and teacher assistant should:

- Plan instruction to meet the interest of the children (e.g., lesson plans or create activities or games).
- Review the assessment data and determine the short and long-term goals for each child.
- Provide learning opportunities for children who are awake (e.g., read stories, implement differentiated instruction for an individual child or a small group of children).
- Write notes and/or call families to discuss their child's progress or concerns.

H. Indoor and Outdoor Learning Environments

Classrooms shall provide high-quality indoor and outdoor learning environments that support the implementation of *North Carolina Foundations for Early Learning and Development*, as well as the chosen curriculum. The outdoor classroom is considered an extension of the learning environment. Both indoor and outdoor environments shall address curricular objectives by encouraging child-initiated, teacher-supported, active learning experiences. Teachers shall arrange for children to be outdoors each and every day, for a minimum of one hour, weather permitting.

I. Family Engagement

NC Pre-K classrooms shall provide meaningful opportunities for families to be engaged in their child's education.

NC Pre-Kindergarten Contractors in consultation with the local committee shall develop a comprehensive plan for family engagement to implement strategies designed to develop partnerships with families and build reciprocal relationships that promote shared decision-making. The following are examples of meaningful opportunities for families to be engaged in their child's education:

- (1) Allowing Pre-K Program teachers the opportunity for home visits;
- (2) Formal and informal parent/teacher conferences;
- (3) Classroom visits and options for parents/families to participate in classroom activities;
- (4) Parent education;
- (5) Allowing family members the opportunity for involvement in decision making about their own child and about their child's early childhood program; and
- (6) Opportunities to engage families outside of the regular service day.

A log of activities, opportunities or communications made for family engagement must be on file at the NC Pre-K site.

Guidance

Teachers should:

- Provide ongoing opportunities for families to be engaged in their child's learning.
- Schedule events outside of the regular school day to meet the needs of working families.
- Provide times for families to be involved in planning events for the class (e.g., field day, parties, make-n-take activities, workshops).
- Locate outside resources to support families (e.g., community agencies, incorporate appropriate take-home activities into your newsletter or monthly calendars – See NC Foundations for Families at http://ncchildcare.nc.gov/providers/pv_foundations.asp

***See also NC Child Care Rule [10A NCAC 09 .3010 Family Engagement](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012***

Section 6: The NC Pre-K Staff

A. Site-Level Administrator Licensure and Credentials

Administrators of NC Pre-K sites must have either:

- (1) A NC Principal License, or
- (2) A North Carolina Early Childhood Administrator Credential (NCECAC) Level III.

If the site-level administrator has not yet earned the NCECAC Level III, the following shall apply:

- (A) Provisional approval shall be given for four years from the time the site began participation with the NC Pre-K program for the administrator with NCECAC I or II to obtain the NCECAC Level III; and
- (B) Progress toward NCECAC Level III shall be considered a minimum of six documented semester hours per year.

Administrators of NC Pre-K sites shall not serve as the NC Pre-K teacher or teacher assistant.

Long term vacancies shall not exceed 12 weeks.

See also NC Child Care Rule [10A NCAC 09 .3011 NC Pre-K Site-Level Administrator Qualifications](#) History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a); Eff. November 1, 2012

B. Teacher Education, Licensure and Credentials

All teachers shall hold, or be working toward a North Carolina (NC) Birth through Kindergarten (B-K) Standard Professional II or Preschool Add-on licensures. Teachers working toward the required education and license shall hold a minimum of a BA/BS degree and the following requirements:

- (1) NC Initial Provisional Lateral Entry B-K License, or
- (2) A North Carolina K-6 license and a provisional Preschool Add-on license, or
- (3) Another North Carolina or other state's license and an NC Provisional B-K license, or
- (4) A BA/BS degree in birth-through-kindergarten (without licensure), child development, early childhood education, or a related field, such as Child and Family Development, Child and Family Studies, Child Psychology, Family and Child Studies, Human Development and Family Studies, Human Growth and Development, and Human Growth and Family Studies and be eligible for a NC Initial Provisional Lateral Entry B-K License.

All Pre-K teachers must be enrolled with the Early Educator Support, Licensure & Professional Development Unit of the Division of Child Development and Early Education.

Pre-K teachers with a BA/BS degree shall make progress toward B-K licensure by completing a minimum of six documented semester hours per year, and achieve the B-K license within three years. The site-level administrator shall maintain documentation available for review by the Division, of the progress toward the required standard.

All NC Pre-K teachers who are employed by a nonpublic school must be enrolled with the Early Educator Support, Licensure and Professional Development Office of DCDEE.

NC Pre-K teachers with a BA/BS degree shall make progress toward B-K licensure by completing a minimum of six documented semester hours per year and achieve the B-K License within three years. The site-level administrator shall maintain documentation available for review by DCDEE of the progress toward the required standard. Teachers who hold a NC Initial Lateral Entry BK License or a NC Provisional BK or Preschool Add-on License must submit unofficial transcripts to the EESLPD Office verifying completion of at least a minimum of six documented semester hours per year.

Teachers who hold a SP II License are required to meet professional development requirements during the five-year renewal cycle.

When a qualified NC Pre-K teacher is not available, a qualified substitute may be hired for the NC Pre-K classroom for a maximum of 12 weeks to allow additional time to secure a qualified teacher.

See also NC Child Care Rule [10A NCAC 09 .3012 NC Pre-K Teacher Education, Licensure and Credentials](#) History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a); Eff. November 1, 2012

Guidance

Initial Provisional Lateral Entry B-K License – Granted to a teacher with a BA/BS degree in child development, early childhood, birth through kindergarten or a related field (child and family development, child psychology, family and child studies, human development and family studies, human growth and development and human growth and family studies) and at least a 2.5 GPA. Upon completion of B-K requirements, teacher is recommended for a B-K Standard Professional I or II License ([click here](#)).

Provisional B-K Licensure – Granted to a teacher with another North Carolina License. Ex: Teacher with K-6 License approved for a provisional B-K or Preschool Add-on License. Upon completion of B-K requirements, teacher recommended for a B-K Standard Professional I or II License and/or Preschool Add-on License ([click here](#)).

Teaching Experience – One year of full time (at least 30 hours/week) teaching experience in a public or nonpublic setting is given for each increment (step) on the state salary schedule. Experience is determined by the NC Department of Public Instruction (DPI) at the time the license is issued ([click here](#)). Teachers would be placed at the “0” level of experience until the DPI Licensure Section computes “years of experience,” which are denoted on the Teacher’s BK license. Teacher’s salary would move to the appropriate step of the NC Department of Public Instruction Teacher Salary Schedule ([click here](#)).

Teachers employed in nonpublic schools must enroll with the NC Pre-K EESLPD Office. Teacher qualifications to meet specific licensure policy are maintained by the EESLPD Office. It is not necessary for contract administrators to keep teacher qualification documentation on file, as this is the responsibility of each NC Pre-K Program. During the site monitoring process, Contractors must verify documentation is on file for each qualified teacher.

C. Teacher Assistant Education and Credentials

All teacher assistants must have a high school diploma or GED and must hold, or be working toward, a minimum of an Associate Degree in early childhood education/child development (ECE/CD) or a Child Development Associate (CDA) credential. Teacher assistants working toward the Associate Degree or CDA shall make progress by completing a minimum of six documented semester hours per year. Teacher assistants employed by public schools may meet the employment requirements outlined by federal “No Child Left Behind” (NCLB) legislation and have one of the following:

- (1) Six documented semester hours of coursework in early childhood education, or
- (2) Two years of work experience in an early childhood setting.

The site-level administrator shall maintain documentation available for review by DCDEE of the progress toward the required standard.

See also NC Child Care Rule [10A NCAC 09 .3013 NC Pre-K Teacher Assistant Education and Credentials](#) History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a); Eff. November 1, 2012

Guidance

NC Pre-K Teacher Assistants Who Hold AA or Higher Degrees

1. Teacher assistants working in private (nonpublic) programs who hold AA/AAS or higher (BA/BS, MA/MS, EdD/PhD) **degrees in the field**, such as Birth-through-Kindergarten, Child Care Administration, Child Development, Child and Family Development, Child Psychology, Early Childhood Education/Special Education, Early Childhood Teacher Associate, Human Growth and Development, School Age Children, and Special Education will meet the education requirement. **Note:** Under DCDEE rule and policy, these "in field" degrees will only meet educational requirements for **prospective and returning NC Pre-K Teacher Assistants** who hold at least an AA/AAS degree or higher.
2. Teacher assistants working in private (nonpublic) programs who hold AA/AAS or higher (BA/BS, MA/MS, EdD/PhD) **degrees in a related field**, such as Elementary Education, Family and Child Studies, General Psychology, Human Development and Family Studies, Human Growth and Family Studies, and Sociology **may meet** the education requirement as noted in the **DCDEE Qualification Status Letter** issued by **Workforce Education Unit**.

For more information or questions about a prospective or returning NC Pre-K Teacher Assistant’s qualifications, contact the **Workforce Education Unit** at (919) 527 – 6600.

NC Pre-K Early Educator Support, Licensure and Professional Development (EESLPD) Office

The NC Pre-K Early Educator Support, Licensure and Professional Development (EESLPD) Office, within the NC DHHS-Division of Child Development and Early Education, provides mentoring, evaluation and licensure services in nonpublic schools to support NC Pre-K teachers throughout the licensure process. http://ncchildcare.nc.gov/general/mb_eeslpd.asp

NC Pre-K teachers who are employed by a nonpublic school holding a NC BK License must:

- maintain an annual **Professional Development Plan**. Teachers must participate in professional development activities that align with the expectations of the North Carolina Professional Teaching Standards in the areas of leadership, diverse learners, content knowledge, facilitating learning, reflective professional practice and child outcomes.

NC Pre-K teachers who are employed by a nonpublic school holding a NC BK Standard Professional II License must:

- Submit certificates and/or transcripts of required professional development by **May 15th** of each year of the five-year renewal cycle to support the renewal of the SP II license which is renewed in year five – Training and/or coursework completed must support the birth through kindergarten licensure area that aligns with the North Carolina Professional Teaching Standards in the areas of leadership, diverse learners, content knowledge, facilitative learning, technology and professional practice – The training/coursework must equal a minimum of 8 units of credit (CEUs) or 80 contact hours – One unit is equal to 10 clock hours, or one quarter hour or two-thirds of a semester hour of IHE (college or university) credit **Note: classroom teaching experience is no longer accepted for licensure renewal**
- Complete 3 renewal credits (3 CEUs or 30 contact hours) in birth through kindergarten content that aligns to Standard 5 of the NC Birth through Kindergarten Teacher Education Standards http://ncchildcare.nc.gov/pdf_forms/NCPre-K_NC_BK_Speciality_Standards.pdf
- Complete 5 renewal credits (5 CEUs or 50 contact hours) in general birth through kindergarten content that aligns with the NC Birth through Kindergarten Teacher Education Standards http://ncchildcare.nc.gov/pdf_forms/NCPre-K_NC_BK_Speciality_Standards.pdf and is supported by the teacher's Professional Development Plan.

NC Pre-K teachers holding **less than** a NC BK License (NC Lateral Entry or Provisional BK or Provisional Preschool Add-on License) and employed by a nonpublic school must:

- Obtain a Plan of Study from an accredited college/university with an approved BK licensure program http://ncchildcare.dhhs.state.nc.us/pdf_forms/NCPre-K_ApprovedBKProgramsNC.pdf or the Nash Regional Alternative Licensing Center <http://www.ralc.us/>

- Submit unofficial transcripts to the EESLPD Office within **10 workdays of the close of each semester to support the Plan of Study** – A minimum of 6 semester hours must be completed annually based on the teacher’s individual Plan of Study
- **Complete a minimum of 6 hours of coursework prior to June 30th – All coursework required by the Plan of Study must be completed within *three* years of the issuance of the Lateral Entry License and *five* years of the issuance of a Provisional License**

Bilingual staff:

Sites that serve children and families who do not speak English or have limited English proficiency are encouraged to hire staff that are fluent in the child’s native language.

D. Substitute Staff

When a member of the NC Pre-K teaching staff is unable to work a substitute staff person must be provided to maintain the staff-to-child ratio requirements and must be able to implement the program in accordance with the NC Pre-K Program Requirements. Substitute staff must be at least 18 years of age and meet the following minimum qualifications:

Short Term Vacancies

When teachers are absent from the Pre-K classroom for 15 or fewer days, the following requirements for **short-term vacancies** apply:

Nonpublic Schools (Private Child Care/Pre-K Settings): Substitutes in private settings must have at least a high school diploma or a GED and have completed at least one course in early childhood education/child development, such as the North Carolina Early Childhood Credential; or

Public School Settings: Substitutes must meet the requirements of the substitute policy consistent with the local education agency (LEA).

Long Term Vacancies

When teachers are absent from the Pre-K classroom for 16 or more attendance days, the requirements for **long-term vacancies** apply:

Substitutes for teachers must hold at least an Associate’s Degree in early childhood education/child development or a 4-year degree in a related field.

Substitutes for teacher assistants must be at least 18 years of age and have a minimum of a high school diploma or a GED.

Substitute staff employed for long term vacancies of teachers and teacher assistants shall not exceed 12 weeks.

*See also NC Child Care Rule [10A NCAC 09 .3014 NC Pre-K Substitute Staff](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012*

E. Instructional Staff Standards

Instructional staff shall work in direct contact with children in the Pre-K program for at least a 32.5 hour work week. In addition to these direct, day-to-day instructional experiences, the Pre-K program must provide adequate additional time for the instructional staff for related instructional activities, including time for planning, scheduling and conducting home visits, meeting with children's families, or attending required professional development activities.

These related activities shall take place outside of the six and a half hour day of direct teacher child contact.

Guidance

NC Pre-K teachers and teacher assistants are not to exceed working 40 hours per week. All 40 hours worked per week must be focused on the NC Pre-K classroom to which the teacher and teachers assistant is assigned. 32.5 hours each week are for direct contact with children in the classroom. The remaining 7.5 hours each week are for instructional staff to complete related instructional activities.

See also NC Child Care Rule [10A NCAC 09 .3015 Instructional Staff Standards](#)

History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);

Eff. November 1, 2012

F. Professional Development Requirements

Licensed administrators, lead teachers and teacher assistants in nonpublic and public schools will participate in professional development consistent with the State Board of Education policy.

Administrators, lead teachers and teacher assistants in nonpublic school settings, working toward Pre-K qualifications will participate in a minimum of six documented semester hours per year.

See also NC Child Care Rule [10A NCAC 09 .3016 Professional Development Requirements](#)

History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);

Eff. November 1, 2012

Guidance

NC Pre-K teachers and site administrators who are employed by a nonpublic school are required to complete a series of mandated professional development prerequisite sessions that support the teacher licensure process upon enrollment with the Early Educator Support, Licensure and Professional Development (EESLPD) Office and, as required annually, based on changes and updates to the teacher licensure and evaluation policy approved by NC State Board of Education.

When planning professional development, NC licensed teachers are required to follow their professional development plans which are developed based on their formally assessed teaching practices. Professional development for NC licensed educators is based on licensure type and level, per NC State Board of Education policy.

Up to five NC Pre-K service days may be used for state or county/regional sponsored professional development, to the extent that additional hardships are not created for children and families in the NC Pre-K classroom. NC Pre-K staff may attend more than five days of professional development during the school year, but no more than five service days can be set aside for this purpose.

DCDEE will offer professional development opportunities for teachers, teacher assistants and administrators to the extent feasible and when funds are available. Contractors, subcontractors including principals, directors and classroom staff may be required to participate in targeted professional development specified by DCDEE based on identified program needs.

G. Compensation for Instructional Staff

Compensation includes all salary, wages, health and/or retirement benefits paid to eligible NC Pre-K teachers and teacher assistants working in public and nonpublic school NC Pre-K Programs as defined in this Section. Compensation may also include other benefits such as child care services discounts, disability insurance, educational scholarships, holiday pay, longevity pay, sick leave, vacation, other types of personal leave and/or other employer sponsored benefits (dental insurance, vision insurance).

Teacher Eligibility

1. Teachers who are employed by **public school** NC Pre-K Programs will receive salaries based on the NC Public School Teacher Salary Schedule found at <http://www.ncpublicschools.org/fbs/finance/salary> and receive health and retirement benefits offered through the NC State Health Plan and NC State Retirement System.
2. Teachers who are employed by **nonpublic school** NC Pre-K Programs and currently hold a NC Birth-Kindergarten (B-K), Preschool Add-On, Provisional B-K, Provisional Preschool Add-on, Lateral Entry B-K or Initial Provisional Lateral Entry B-K License are eligible to receive a compensation package that aligns with the NC DPI Teacher Salary Schedule found at <http://www.ncpublicschools.org/fbs/finance/salary>. Local site administrators are encouraged to offer competitive salaries and commensurate benefits to those offered by public schools.

Teacher Assistant Eligibility

1. Teacher assistants who are employed by **public school** NC Pre-K Programs will receive salaries based on the NC Public School Salary Schedule for Non-Certified Staff at <http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2014-15schedules.pdf> and receive health and retirement benefits offered through the NC State Health Plan and NC State Retirement System.
2. There are no specific salary recommendations for teacher assistants who are employed in **nonpublic school** NC Pre-K Programs. However, to promote quality and continuity site administrators are encouraged to offer compensation commensurate with that of teacher assistants employed by public schools found in the State Salary Guide under the NC Department of Public Instruction's website at <http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2014-15schedules.pdf/>.

Compensation Packages for Nonpublic School Programs

1. Compensation packages may include salary only, or salary plus any variety of benefits. Examples of benefits in addition to salary/wages include:
 - Child Care discounts
 - Disability Insurance
 - Educational Scholarships
 - Health Insurance
 - Holiday Pay
 - Longevity Pay
 - Retirement Plans
 - Sick Leave
 - Vacation Pay
 - Other: Dental, Vision, or other employer determined benefits

2. Local NC Pre-K contract administrators should work with each local site administrator, as needed, to develop a written compensation plan that includes salary/wages and a list of potential benefits. There is no minimum or maximum compensation target that must be met; however, local nonpublic school NC Pre-K site administrators are encouraged to provide a compensation package for lead teachers and teacher assistants commensurate with compensation provided in local public school settings, based on available state and local fiscal resources.

Guidance

Salary Schedule Resources - NC Department of Public Instruction's Teacher and Teacher Assistant Salary Schedules may be found at <http://www.ncpublicschools.org/fbs/finance/salary/>

From this page, select the 2014-15 Salary Schedules. Schedules are included for all public school positions (11 sections). The **Teacher Salary Schedules** are located in the first section of the manual. The **Teacher Assistant Pay Grade** is located under the *last* section of the manual titled **Non-Certified Salary Ranges – subsection, Curriculum Support**. Within this section are several pages of personnel classifications and one Pay Grade Chart. The **Teacher Assistant** position is listed in this chart, toward the bottom, at **Grade 59** with a corresponding minimum and maximum monthly salary range. There are other types of non-certified personnel positions listed in the same chart.

Best Practice - It is recommended that local NC Pre-K contract administrators contact the local public school's personnel or human resources office for salary schedules and any other information that would inform compensation discussions with local NC Pre-K site administrators, teachers and teacher assistants employed by nonpublic schools. Local programs are also encouraged to *consider* referring to **2012-2013 Public School Teacher and Teacher Assistant Salary Schedules** for prior years, which may be found at <http://www.ncpublicschools.org/fbs/finance/salary/> and/or [NC Institute for Child Development Professionals](#) Salary Scales (See Tab Compensation/Benefits, Salary Scales for Teachers, Teacher Assistants) to use as the minimum benchmark for compensating teachers and teacher assistants.

Labor Laws - Programs providing NC Pre-K services should refer to state labor laws pursuant to the North Carolina Wage and Hour Act (<http://www.nclabor.com/wh/wh.htm>) and to federal and labor laws pursuant to the Fair Labor Standards Act (<http://www.dol.gov/compliance/laws/comp-flsa.htm>) regarding questions about wage and hour rules and employment classifications (i.e., exempt versus nonexempt) of NC Pre-K instructional staff based on educational degrees and credentials.

Work Week - Compensation should be based on a 40-hour work week for 36 weeks (10-month school year) (1,440 hours: includes 6 ½ hours direct child contact. See Section 6. E. Instructional Staff Standards and 10A NCAC 09 .3015 Instructional Staff Standards).

How to convert an annual salary to an hourly wage:

- Add total number of paid days for the Pre-K year. This number would include actual NC Pre-K work days, usually 180, plus any paid holidays, vacation, teacher work days or professional development days, etc.
- Calculations are based on a 40 hour work week with 8 hour days. *Sample calculations:*

Hourly wage = Annual Salary ÷ Days ÷ 8

Hourly wage = \$33,000 ÷ 200 ÷ 8 = \$20.63/ hour (includes 20 paid holiday/vacation days)
 \$33,000 ÷ 180 ÷ 8 = \$22.92/ hour (includes 0 paid holiday/vacation days)
 \$40,000 ÷ 190 ÷ 8 = \$26.32/hour (includes 10 paid holiday/vacation days)
 \$40,000 ÷ 180 ÷ 8 = \$27.78/hour (includes 0 paid holiday/vacation days)

H. Payment Rates by Site Type

Head Start Programs and **Head Start programs administered by a Public School sites** - Maximum NC Pre-K Rate \$400 regardless of Lead and Substitute Lead qualifications.

Public Schools - Maximum NC Pre-K Rate \$473 regardless of Lead and Substitute Lead qualifications.

Private Programs

Lead teacher and Long Term Substitute Lead Teacher Groupings for Rates

Highest Degree	Teacher License	Grouping	Actual NC Pre-K Rate
BA/BS or higher	B-K License	BK or higher	\$650
BA/BS or higher	NC Lateral Entry BK License	BK or higher	\$650
BA/BS or higher	B-K Standard Prof II	BK or higher	\$650
BA/BS or higher	B-K Standard Prof I	BK or higher	\$650
BA/BS or higher	Provisional B-K License	BK or higher	\$650
BA/BS or higher	Provisional Pre-School Add-on	BK or higher	\$650
BA/BS or higher	Pre-School Add-on	BK or higher	\$650
BA/BS or higher	Other State Teacher’s License	BK or higher	\$650
BA/BS or higher	Other NC Teacher’s License	BK or higher	\$650

Highest Degree	Teacher License	Grouping	Actual NC Pre-K Rate
BA/BS or higher	Holds no License and is Working towards B-K License	Less than BK	\$600

Highest Degree	Teacher License	Grouping	NC Pre-K Rate
AA / AAS	NC Early Childhood Credential, Other, None, CDA or working towards B-K License/Preschool Add-On	Less than BA/BS and less than BK	\$550

DCDEE may grant exceptions to Contractors on a case by case basis for the above rates.

Any requests for exception to rate of reimbursement for a site or for a teacher should be sent to Cindy Wheeler, Early Education Unit (NC Pre-K/EESLPD Office) Manager, cindy.wheeler@dhhs.nc.gov. An ‘exception’ is defined as requesting a reimbursement payment for more than the approved caps: \$473 in public schools or \$400 per month in Head Start, or paying a rate other than \$650/\$600 in private sites. A lower rate can be negotiated in public schools or Head Start programs without review by DCDEE.

Teachers should only be listed in the NC Pre-K Plan as having the BK License or other license if the NC Pre-K contract administrator has verified the actual license. Verification is defined as “having a copy of the license on file.” Licenses include a NC Lateral Entry BK License, a NC Provisional BK or Preschool Add-on License, a NC BK License SP I, a NC BK SP II License or another state’s license (which will qualify teacher for a Provisional BK Add-on license).

Payment should be made at the higher BK rate of \$650 per month if the license has been verified. If the effective date precedes the issue/received date, the reimbursement rate may be adjusted by submitting revised attendance sheets and summary sheets for the months in question, including the reason for the prior month adjustment. Submit this to the attention of the DCDEE Budget Officer. For a teacher holding an expired NC or other state license the higher reimbursement rate (\$650) is recommended, as long as the teacher is enrollment with the EESLPD Office is verified through the NC Pre-K Plan. The expired license will be submitted to the NCDPI Licensure Section with a request to reinstate.

If the license is not reinstated by the NCDPI, the site administrator will be notified that the teacher will no longer qualify as the lead teacher of the NC Pre-K classroom. A qualified teacher or substitute would need to be hired.

If necessary, follow the instructions above for reimbursement of the additional \$50 if the re-issue date is back dated

Guidance

Any approved exception rates that were approved during the previous NC Pre-K Program year will roll over into the next year’s NC Pre-K Plan unless the contract administrator submits a written request to Cindy Wheeler at cindy.wheeler@dhhs.nc.gov.

Only new exception rates will have to be approved. The local contract administrator will need to send a request to cindy.wheeler@dhhs.nc.gov that provides the following information. **Note:** exception rate requests may be submitted at any time; however, the request needs to be submitted as early as possible so that the correct rates will be in the NC Pre-K Plan when children are entered into NC Pre-K Kids.

Required Information for Exception Rate Requests:

- Why the rate is being requested and that it has been approved by the local Committee (e.g., to meet legislative mandate for teacher salary increase, salary increase for licensed teachers in public and/or private sites due to licensure status, etc.).
- How this will impact the number of children served (e.g., maintain contracted numbers, decrease/increase in contracted numbers and why this is needed).
- Any other pertinent information that may help to clarify/confirm request for a rate exception.
- Once the exception rate request is received, Cindy Wheeler will respond with an approval or a request for additional information with a copy to Sharon Johnson who will adjust the newly approved rate(s).

- After Sharon Johnson enters the new rate(s) in the NC Pre-K Plan she will confirm the change with the local contracting agency or seek additional information, as needed to complete the approval.

Sample 1:

_____ County would like to request an exception to the NC Pre-K approved rates as follows:

Requested Rates (2015-16):	Slots	Total Rate	NC Pre-K	Smart Start	Total Budget
ABC County Public Schools:	126	647	627	20	815,220
DEF County Public Schools:	95	558	538	20	530,100
GHI Development Center:	36	633	613	20	<u>227,880</u>
					1,573.200

Attached is a copy of the documentation submitted with our survey to support the rate increase. Should you have any questions or need further explanation, do not hesitate to contact me.

_____, Local NC Contract Administrator

Sample 2:

The local _____ County Pre-K Committee in consultation with our agency, _____, are requesting the following rate changes to help offset increases in teacher salaries for SFY 15-16:

Private Child Care:	\$650 to \$678
Head Start:	\$300 to \$312.80
Public School:	\$473 to \$475.37

Current enrollment will be maintained. Funds will not be used to increase the number of NC Pre-K students served.

_____, Local Contract Administrator

Sample 3:

_____ County NC Pre-K Advisory Committee is requesting a rate exception for public schools from \$473 to \$478. The expansion funds will be used to cover this difference in rates. The Committee meets again on September 24th and would like to resolve the rate issue at that time. Please do not hesitate to contact me if you require further information. Thank you.

_____, Local Contract Administrator

Section 7: Evaluation and Monitoring

A. ECERS-R Assessments

Beginning July 2012, all NC Pre-K licensed programs in public schools and private child care facilities will now have an ECERS-R assessment as part of their regular rated license assessment every 3 years. This will be conducted at the time of the star rated license reassessment. At least one of the classrooms chosen for the star rated license assessment must be a NC Pre-K classroom.

NC Pre-K classrooms must score a **minimum of 5.0**. Classrooms that receive less than 5.0 will be contacted by the Division of Child Development and Early Education and are required to submit an Improvement Plan demonstrating how the minimum rating will be achieved by the following year of operation. Classrooms have one year to improve quality to the 5.0 level.

*See also NC Child Care Rule [10A NCAC 09 .3002 Facility Requirements](#)
History Note: Authority G.S. 110-85; 110-88; S.L. 2011-145, s. 10.7(a);
Eff. November 1, 2012*

Guidance

Guide to the NC Pre-K ECERS-R Assessment Process

1. The DCDEE Child Care Consultant will request the ECERS-R assessment from the NC Rated License Assessment Project (NCRLAP) as part of the rated license assessment.
2. At least one of the classrooms chosen for the ECERS-R assessment must be a NC Pre-K classroom. If a NC Pre-K classroom is not chosen as part of the random selection process, the NCRLAP assessor will return another day (within two weeks) to complete an ECERS-R assessment for at least one NC Pre-K classroom.
3. When all the ECERS-R assessments for the facility have been completed, the NCRLAP will email the Assessment Reports (AR) to the DCDEE Child Care Consultant.
4. The DCDEE Child Care Consultant will contact the facility director/administrator and the NC Pre-K site administrator (if different from the facility director/administrator) to schedule a visit to deliver and review the AR, including the NC Pre-K ECERS-R assessment.
5. After the visit, the DCDEE Child Care Consultant will email a copy of the NC Pre-K ECERS-R assessment report to the local contract administrator and program contact to share the AR, items discussed, recommendations and technical assistance opportunities available that are related to the NC Pre-K ECERS-R assessment which may include the NC Pre-K Early Educator Support, Licensure and Professional Development mentor and evaluator.

If the NC Pre-K classroom scores less than 5.0 on the ECERS-R assessment:

An Improvement Plan is required when the classroom ECERS-R score does not meet the minimum assessment score (5.0) on any classroom assessment.

- The classroom will have one year to make improvements.
- The DCDEE Child Care Consultant will contact the NC Pre-K local contract administrator and the NC Pre-K site administrator to set up a meeting to discuss the AR and to develop an Improvement Plan. The Improvement Plan and timeline will be developed jointly with the DCDEE Child Care Consultant and Supervisor (if necessary), the NC Pre-K local contract administrator, the NC Pre-K site administrator, lead teacher and teacher assistant and the lead teacher's NC Pre-K EESLPD mentor and or evaluator. Other resources, such as the local Child Care Resource and Referral Agency, Smart Start Partnership, Public School or Head Start agency may also be included, as applicable.
- A copy of the final Improvement Plan must be maintained by the NC Pre-K local Contractor, NC Pre-K site and the DCDEE Child Care Consultant.
- Follow-up assessments will be conducted to ensure the minimum rating is met during the following school year. The DCDEE Child Care Consultant will request the follow-up assessment from the NCRLAP. The classroom must achieve at least a 5.0 on the follow-up assessment in order to continue to be approved as a NC pre-K site.
- A classroom may be exempt from the Improvement Plan requirements if the classroom location or teacher has changed since the ECERS-R assessment occurred. However, the classroom may be subject to a new assessment.

B. Reported Child Abuse and Neglect Investigations

The Division of Child Development and Early Education will notify local contract administrators of an open abuse and neglect investigation occurring in a NC Pre-K site.

The NC Pre-K site in question may continue operating the NC Pre-K classroom until the investigation and resolution are complete. If the allegation of abuse and/or neglect is substantiated, NC Pre-K funds may be terminated where there is substantiation of abuse and neglect that jeopardize the health and safety of children enrolled in the program.

In some cases, NC Pre-K Program payments will continue through the appeals process. However, NC Pre-K funds will be terminated when the participating NC Pre-K site child care facility license has been suspended or revoked. Any substantiation of child abuse or neglect, or any administrative action resulting in a change of the license status, may impact future participation in the NC Pre-K Program.

Guidance**Abuse and Neglect Investigations**

The Division of Child Development and Early Education will notify local contract administrators of an open abuse or neglect investigation occurring at an NC Pre-K site.

The NC Pre-K site in question may continue operating the NC Pre-K classroom until the investigation and resolution are complete. If the allegation of abuse and/or neglect is substantiated, NC Pre-K funds may be terminated by the local NC Pre-K Committee when there is substantiation of abuse or neglect that jeopardizes the health and safety of children enrolled in the program.

In some cases, NC Pre-K Program payments will continue through the appeals process. However, NC Pre-K funds will be terminated when the participating NC Pre-K site child care facility license has been suspended or revoked. Any substantiation of child abuse or neglect, or any administrative action resulting in a change of the license status, may impact future participation in the NC Pre-K Program.

C. Program and Fiscal Monitoring of Local NC Pre-K Programs

The Division of Child Development and Early Education, local contract administrators and site administrators are required to monitor for program/policy and fiscal/contract compliance for the NC Pre-K Program.

Monitoring by the Division of Child Development and Early Education

DCDEE Child Care Consultants will monitor for compliance of the NC Child Care Rules, which includes Section .3000, NC Pre-Kindergarten Services. Results of DCDEE facility licensing monitoring visits will be shared with the site administrator, the local NC Pre-K Contractor and sent to the Division of Child Development and Early Education to be placed in the program's Master File. DCDEE NC Pre-K Program Policy Consultants will monitor for compliance of the NC Pre-K Program Requirements (Policy) that inform the work of the local contracting agency and the local NC Pre-K Committee, and for requirements not in the NC Child Care Rules and will provide technical assistance, as needed, to ensure compliance.

Monitoring Tools

Monitoring tools developed by the Division of Child Development and Early Education must be used at the local level for self-review and verification of compliance with the operating requirements.

1. **NC Pre-K Site Monitoring Tool (Site Tool) – Completed by the site administrator (or designee, not the classroom teacher)** – The Site Tool is designed to provide a checklist of those components of the program that must be reviewed for compliance annually at the site and classroom level. The Site Monitoring Tool must be submitted to the local Contractor by November 15th of the program year. A copy will be maintained on file at the child care facility, along with supporting documentation, for review by the DCDEE NC Pre-K Program Policy Consultant. Classroom teachers are required to self-monitor per the “Rubric for Evaluating NC Teachers”.

2. **NC Pre-K Contractor Policy Monitoring Tool (Contractor Tool) – Completed by the local Contractor (or designee)** – The Contractor Tool is designed to provide a checklist of those components of the program that must be reviewed for compliance annually at the local Contractor level for all programmatic/policy requirements. An electronic survey of the Contractor Policy Monitoring Tool will be submitted to DCDEE by February 15th of the program year. A copy of the Contractor Tool will be maintained on file at the contracting agency, along with supporting documentation, for review by the DCDEE NC Pre-K Program Policy Consultant.
3. **NC Pre-K Fiscal Monitoring Worksheet (Fiscal Worksheet) – Completed by the local Contractor (or designee)** – The Fiscal Worksheet is designed to provide a checklist of those components of the program that must be reviewed for compliance annually at the local Contractor level for all fiscal requirements. An electronic survey of the Fiscal Monitoring Worksheet will be submitted to DCDEE by January 15th of the program year, prior to the fiscal monitoring process. DCDEE Administration Personnel will contact selected Contractors to schedule a date/time to conduct a desk audit or an on-site visit. A copy of the Fiscal Worksheet will be maintained on file at the contracting agency, along with supporting documentation, for review by the DCDEE Administration Personnel.

Guidance

The required Site Monitoring Tool, Contractor Policy Monitoring Tool and Fiscal Monitoring Worksheet are organized by specific program, policy or fiscal requirements. The tool/worksheet lists specific documentation required to support the cited requirement/standard and tracking columns are included for self-monitoring. Supporting documentation, listed under the “source” column, must be available for review by the local Contractor and by DCDEE personnel during monitoring and technical assistance visits. To download monitoring tools please go to:

http://ncchildcare.nc.gov/general/mb_ncprek.asp

Site Administrator Responsibilities:

1. Each site administrator must monitor each NC Pre-K Program classroom during the 6.5 hour instructional day on a regular basis. A NC Pre-K Site Monitoring Tool must be completed for each NC Pre-K site and all NC Pre-K classrooms.
2. When a particular standard or requirement has not been met based on monitoring with the Site Tool, each site should establish a written plan to meet compliance. The plan should define who is responsible for accomplishing the task, a timeline and information to indicate progress toward meeting the requirement.

3. By November 15th of the program year, the site administrator completes, signs (Section F. Assurance Statement), dates an original copy of the completed Site Tool, attaches written action plans for items not met and submits the materials to the local NC Pre-K Contractor. NOTE: If a site or classroom becomes a NC Pre-K site or classroom after October 1st, a Site Tool should be completed and submitted to the local Contractor within 90 days of the first attendance day at that site/classroom.
4. Information collected with the Site Tool will be used by the local Contractor to confirm, record and report local site compliance to DCDEE using the NC Pre-K Contractor Policy Monitoring Tool (Contractor Tool).
5. A copy of the Site Monitoring Tool should be available at each NC Pre-K site and shared with the DCDEE Child Care Consultant during compliance visits, as requested, and with the DCDEE NC Pre-K Program Policy Consultant, as requested, during technical assistance visits/calls with the contracting agency.

Local Contractor responsibilities:

1. Local Contractors monitor NC Pre-K sites/classrooms and complete the NC Pre-K Contractor Policy Monitoring Tool (Contractor Tool).
2. When a particular standard or requirement has not been met based on monitoring with the Contractor Tool, each Contractor should establish a written plan (which may include exceptions from the state office) to meet compliance. The plan should define who is responsible for accomplishing the task, a timeline and information to indicate progress toward meeting the requirement. In addition, any non-compliance with fiscal requirements based on monitoring with the NC Pre-K Fiscal Monitoring Worksheet may result in corrective action, including reimbursement for unallowable expenditures.
3. The local Contractor (or designee) ensures that:
 - a. By November 15th of the program year an original copy of the NC Pre-K Site Monitoring Tool from each NC Pre-K site is on file. (See NOTE in item 4, above.)
 - b. By January 31st of the program year, at least one annual site visit will be made to each NC Pre-K Program site/classroom. During the visit, the Site Tool should be discussed and validated by the local Contractor (or designee). For sites/classrooms that have not met specific requirements, written plans for compliance, which should be attached to the Site Tool, should be reviewed and monitored for completion. This may require additional classroom visits by the Contractor (or designee). In addition, the Contractor will follow up with the site/classroom on concerns if any are identified by the DCDEE Child Care Consultant during the annual licensing visits to the program and/or by the DCDEE NC Pre-K Program Policy Consultant.

- c. By February 15th of the program year, the contract administrator must complete, sign and submit to DCDEE the electronic survey for the NC Pre-K Contractor Policy Monitoring Tool. The Contractor Tool monitors compliance of the NC Pre-K Program Requirements to include results from the Site Monitoring Tools for all local NC Pre-K sites. This information will be reviewed by the DCDEE NC Pre-K Program Policy Consultant. Any written action plans, timelines, exceptions from the state office and other information to support progress toward requirements not met are to be kept on file at the contracting agency for discussion with the DCDEE NC Pre-k Program Policy Consultant during technical assistant visits/calls.
 - d. By January 15th of the program year, the contract administrator must complete, sign and submit to DCDEE the electronic survey for the NC Pre-K Fiscal Monitoring Worksheet. The Fiscal Worksheet monitors compliance of the NC Pre-K Program fiscal and contract requirements. The information from the Fiscal Worksheet will be reviewed by the DCDEE Administration Section Staff.
 - e. Selected Contractors will be contacted by the DCDEE Administration Section Staff to schedule a date/time between February and April of the program year to conduct a desk audit or on-site monitoring visit. The DCDEE monitoring staff will discuss the items from the visit/review (fiscal, policy and contract) with the contract administrator and DCDEE NC Pre-K Program Policy Consultants. A formal close-out letter will be sent to the contracting agency by May 31st of the program year following the visit/review providing details of the monitoring visit.
 - f. The contract administrator must complete any fiscal corrective actions identified by DCDEE in the formal close-out letter within 30 days. **Any corrective actions for fiscal non-compliance must be completed within 90 days of notification by the state office.**
4. Results are reported to the local NC Pre-K Committee prior to **June 15th** of the program year. Information included in the tool/worksheet should be considered in planning for the upcoming program year.

Guidance

Although local Contractors are responsible for insuring that income eligibility is determined correctly, documentation may be stored at the individual NC Pre-K sites as long as the Contractor can obtain the eligibility documentation when it is requested by DCDEE NC Pre-K and/or Administration Section staff. It is important for the Contractor to have verification on file that was used in determining child eligibility.

State level responsibilities:

1. Visits by DCDEE Child Care Consultants will be made to NC Pre-K classrooms during annual licensing visits to ensure classrooms are in compliance with all NC Child Care Rules, including Rule .3000, NC Pre-Kindergarten Services. These visits may occur at any time during the program year. The DCDEE Child Care Consultant will report information gathered from these visits to the local contract administrator.
2. NC Pre-K Program Policy Consultants will monitor program and policy requirements as defined in the NC Pre-K Program Requirements and ensure that documentation is on file to include the NC Pre-K Contractor Policy Monitoring Tool, along with supporting documentation. NC Pre-K Program Policy Consultants will provide technical assistance and training to local NC Pre-K contract administrative agencies and committees. In addition, the NC Pre-K state office, teacher mentor and evaluation staff will follow NC State Board of Education Licensure Policy and Procedures to carry out the provisions of teacher evaluation.
3. Reporting and monitoring information may also be obtained through the NC Pre-K County Plan (NC Pre-K Plan), the NC Pre-K Reporting System (NC Pre-K Kids), the NC Pre-K APP (Application, Prioritization and Placement) and the NC Educator Effectiveness System (teacher evaluation). These systems include extensive information about children, staff and programs. Child information will include the necessary information required to support the State's Maintenance of Effort (MOE) for Temporary Assistance to Needy Families (TANF).
4. DCDEE Administration Section Staff will schedule monitoring visits from February through April of the program year to review results, including action plans, which are collected and documented on the NC Pre-K Fiscal Monitoring Worksheet by the county/region Contractor. DCDEE Administration Section staff will verify that all requirements have either been met or plans for achieving compliance are in place. If specific fiscal or contract requirements have not been met as specified in the formal close-out letter, DCDEE Administration Staff will confirm that the Contractor (or designee) submits final monitoring results, including supporting plans for items not met, to DCDEE within 30 business days of the formal close-out letter. This may require additional follow-up (email communication, telephone calls, technical assistance visits) by DCDEE personnel to provide support in areas not fully implemented.
5. An original copy of the tool/worksheet will be maintained by the state office as evidence that program, policy and fiscal requirements are in compliance.

D. Monitoring Timeline

Local NC Pre-K Contractors should conduct ongoing monitoring visits throughout the year, not limited to the schedule listed below.

When	What	Who
By November 15 th	Local NC Pre-K sites complete all items related to the NC Pre-K Site Monitoring Tool , including action plans and timelines, as applicable and submit the original Site Monitoring Tool to the local contract administrator by November 15 th . A copy of the Site Monitoring Tool should be maintained on file at the NC Pre-K site for DCDEE NC Pre-K Program Policy Consultants to review as needed. (New sites and/or classrooms started after October 1 st , should complete a Site Monitoring Tool and submit within 90 days of the first attendance day.)	Site Administrator (or designee) (site director or public school principal) *All child developmental screenings not completed by October 31 st , should be noted in the action plan.
November 15 th through January 31 st	Contractors make on-site visits to all local NC Pre-K Program sites/classrooms. The Site Monitoring Tool should be discussed and validated by the local Contractor during these visits. Schedule follow-up visits as needed. Contractors should complete all items related to the NC Pre-K Contractor Policy Monitoring Tool , including action plans and timelines, as applicable by January 31 st .	Local Contract Administrator (or designee)
By January 15 th	Contractors complete the electronic survey for the NC Pre-K Fiscal Monitoring Worksheet to include explanations for compliance and contract administrator’s signature and submit to DCDEE by January 15 th .	Local Contract Administrator (or designee)
By February 15 th	Contractors complete the electronic survey for the NC Pre-K Contractor Policy Monitoring Tool to include explanations for compliance and contract administrator’s signature and submit to DCDEE by February 15 th .	Local Contract Administrator (or designee)
February through April	The Fiscal Monitoring Worksheet and supporting documentation will be reviewed by the DCDEE Administration Section Staff . Selected contracting agencies will be contacted to conduct desk audits or on-site visits between February and April.	DCDEE Administration Section Staff
February through April	The Contractor Policy Monitoring Tool and supporting documentation will be reviewed by the DCDEE NC Pre-K Program Policy Consultants . Guidance/technical assistance will be provided as needed through on-site visits/calls between February and April .	DCDEE NC Pre-K Program Policy Consultants
By May 31 st	DCDEE Administration Section Staff will send out formal close-out letters by May 31 st to contracting agencies that were selected for monitoring through desk audits or on-site visits. The formal letter will provides details of the monitoring visit, including any findings which may require corrective action.	DCDEE Personnel (Administration Section Staff and NC Pre-K Program Policy Consultants)

NOTE: DCDEE Child Care Consultants conduct annual compliance visits to NC Pre-K Programs using the **NC Child Care Rules**, including **Rule .3000-NC Pre-Kindergarten Services**. These visits may occur at any time during the program year.

E. Monitoring Temporary Assistance to Needy Families (TANF) and Maintenance of Effort (MOE)

The Temporary Assistance to Needy Families (TANF) block grant funds services and assistance to income-eligible families who have a child living in the home. The TANF block grant, administered by the State Department of Health and Human Services (DHHS), has an annual cost sharing requirement referred to as the Maintenance of Effort requirement (MOE). Every federal fiscal year, each state must spend a certain amount of its own money to help eligible families in ways that are consistent with the purpose of the TANF program.

The NC Pre-K Program, designed to provide high-quality pre-kindergarten experiences that may allow parents to work, may count as MOE. (See *NC Pre-K Program Fiscal and Contract Manual*).

Local NC Pre-K Programs are subject to monitoring visits by the DHHS Division of Budget and Analysis. The Division of Budget and Analysis, in conjunction with the State NC Pre-K Program, will select administrative programs for monitoring visits. Monitoring visits are not audits but reviews of randomly selected child records to ensure that funds to be counted as MOE meet the basic guidelines as outlined in the *NC Pre-K Program Fiscal and Contract Manual*.

Local NC Pre-K Programs should inform eligible NC Pre-K families, at the time of their enrollment into the program, that they should update the program if any of the following information changes during the NC Pre-K Program year. Families should be informed that NC Pre-K services would continue for their child and would not be affected by the information update/change.

1. Name changes
2. Child's living arrangement changes related to who has legal custody and/or guardianship of the child

APPENDICES

GATES COUNTY NC PRE-K COMMITTEE
Conflict of Interest Policy

The Gates County NC Pre-K Committee has adopted the following conflict of interest policy:

Gates County NC Pre-K staff persons are obligated to always act in the best interest of the organization. This obligation requires that any committee member, in the performance of NC Pre-K duties, seek only the furtherance of the NC Pre-K mission. At all times, committee members are prohibited from using their job title, the organization's name, or property, for private profit or benefit.

- A. The officers or agents of the Gates County NC Pre-K should neither solicit nor accept gratuities, favors, or anything of monetary value from contractors/vendors. This is not intended to preclude bona-fide Gates County NC Pre-K fund-raising activities.
- B. No officer or agent of the Gates County NC Pre-K program shall participate in the selection, award, or administration of a purchase or contract with a vendor where, to his knowledge, any of the following has a financial interest in that purchase or contract:
 - 1. The officer or agent;
 - 2. Any member of their immediate family;
 - 3. Their partner;
 - 4. An organization in which any of the above is an officer, director or employee;
 - 5. A person or organization with whom any of the above individuals is negotiating or has any arrangement concerning prospective employment.
- C. Disclosure - Any possible conflict of interest shall be disclosed by the person or persons concerned.
- D. Committee Action - When a conflict of interest is relevant to a matter requiring action by the Gates County NC Pre-K Committee, the interested person(s) shall call it to the attention of the Gates County NC Pre-K Committee and said person(s) shall not vote on the matter. In addition, the person(s) shall not participate in the final deliberation or decision regarding the matter under consideration. When there is a doubt as to whether or not a conflict exists, the matter shall be resolved by vote of the Gates County NC Pre-K Committee, excluding the person(s) concerning whose situation the doubt has arisen.
- E. Record of Conflict - The official minutes of the Gates County NC Pre-K Committee shall reflect that the conflict of interest was disclosed and the interested person(s) did not vote on the matter.

I agree to adhere to this policy and hereby disclose any potential conflict that I might have as a Committee member or an employee of the following organizations:

Date: _____

Printed name: _____

Signature: _____



CONFLICT OF INTEREST POLICY

NC PRE-K PROGRAM COMMITTEE

The standard of behavior of the NC Pre-K board is that all members scrupulously avoid conflicts of interest between the interests of the NC Pre-K Program on one hand, and personal, professional, and business interests on the other. This includes avoiding potential and actual conflicts of interest, as well as perceptions of conflicts of interest.

The board understands that the purpose of this policy is to protect the integrity of the NC Pre-K Program's decision-making process, to enable our parents to have confidence in our integrity, and to protect the integrity and reputations of board members. Upon or before appointment, board members will make a full, written disclosure of interests, relationships, and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as it is appropriate.

In the course of meetings or activities, board members will disclose any interests in a transaction or decision where the board member (including my business or other nonprofit affiliations), family and/or significant other, employer, or close associates will receive a benefit or gain. After disclosure, the board member will be allowed to participate in the discussion but will not be permitted to vote on the motion.

I understand that this policy is meant to supplement good judgment, and I will respect its spirit as well as its wording.

Sign: _____ Date: _____

Print Name: _____

GUILFORD COUNTY NCPRE-K COMMITTEE

Disclosure of Interest Form

TO THE CO-CHAIRS OF THE GUILFORD COUNTY NCPRE-K COMMITTEE:

I submit the following information in accordance with the Conflict of Interest Policy of the Guilford County NC Pre-K Committee. I understand that completing this form does not exempt me from declaring conflicts of interest as they arise in accordance with that policy.

1. Listed below are the organizations serving preschool children and/or their families with which I am associated in an official capacity, either in a supervisory or membership role:
2. Listed below are any employment, contractual, or professional interests that I (or an immediate member of my family) have in any business, firm or corporation, of whatever nature, that may attempt to secure funding or a contract from the NC Pre-K Committee and/or the Guilford County Partnership for Children:
3. Subsequent to filing this disclosure, I agree to disclose acquisition of any interest in addition to those listed above by amendment hereto within thirty days of such acquisition.
4. I acknowledge that I have read the NC Pre-K Committee's Conflict of Interest Policy and agree to abide by its provisions, including possible exclusion from voting/and or participation in deliberation under conflict of interest circumstances described in the policy.

Date

Signature of Board of Committee Member

AGENDA
Guilford County NC Pre-K Committee Meeting
May 11, 2015
1:30 p.m. – 2:30 P.M.
Hemphill Library

Welcome and Introductions (Barbara/Amy) 1:30-1:35

Public Comments 1:35-1:45

Action Items

*Approve Meeting Minutes: April 28, 2015 1:45-1:50

*Approve NC PreK Plan for SY 2015-2016 (Terry) 1:50-2:00
Assurances and Requirements

*Site Selection Sub Committee Recommendations (Andi) 2:00-2:25
Slot Allocation Recommendations for 2015-2016

Current Status Updates/Discussions

Questions, successes, and future agenda items (Barbara/Amy) 2:25-2:30

Adjourn 2:30

Next Committee Meeting scheduled for: June 8, 2015, 1:30 p.m. at Hemphill Library

*Action Requested

Sample Committee Meeting Minutes

**Guilford County Partnership for Children
NC Pre-K Committee Meeting
March 9, 2015 at 1:30 P.M.
Hemphill Library**

Members Present: Barbara Frye (Co-Chair), Demetria Craven, Leslie Evans, Denise Hill, Andi Ives, Maria Layne-Stevens, Jeannie Zarate

Members Absent: Amy Pendergrass (Co-Chair), Deborah Cassidy, DeWarrena Cornelius, Joyce Fairley, Mary Skrabec

Staff Present: Jennifer Noble, Executive Director, GCPC

Terry Beasley, Director of NC Pre-K

Robin Armstrong, Provider Specialist, NC Pre-K

Patra Gorham, Program Specialist, NC Pre-K

Judy Newlin, Provider Specialist, NC Pre-K

Others Present: Angela Davis, Jenine Gatewood, Tammy Gatling, Jennifer Smith

Welcome and Introductions

Barbara Frye called the meeting to order at 1:35 p.m. and acknowledged that a quorum was present. Quorum was maintained for the duration of the meeting. Introductions were made by all persons present. Terry Beasley introduced Jenine Gatewood as the Guilford County NC Pre-K Policy Consultant.

Public Comments

Barbara Frye opened the floor for public comments. There were no public comments.

Action Items

Approval of Minutes (The January 12, 2015 minutes were reviewed. Upon motion by Denise Hill and a second provided by Andi Ives, the minutes were approved.)

Guilford County Policies and Procedures Update

Subcommittee NC Pre-K Compensation

Terry Beasley and the NC Pre-K Lead Teacher Compensation Sub-Committee recommended that the NC Pre-K Program Guidance be accepted as standard practice in all non-public NC Pre-K programs in Guilford County for all Birth-Kindergarten (B-K) certified lead teachers. All B-K certified lead teachers will be paid a minimum benchmark according to the number of years of experience on the 2012-2013 Public School Teacher Salary Schedule to begin with the 2015-2016 school year. The committee requested more information about the option for teachers to opt-out of the required salary.

After much discussion, Barbara Frye called for a second on the recommendation that all Guilford County B-K certified lead teachers will be paid a minimum benchmark according to the number of years of experience on the 2012-2013 Public School Teacher Salary Schedule to begin with the 2015-2016 school year. A second was made by Denise Hill to approve the NC Pre-K Lead Teacher Compensation recommended from the Sub-Committee. The motion passed unanimously.

**NC Pre-K Mid-Year Slot Review
Recommendation from staff**

Terry Beasley shared the 2014-2015 NC Pre-K mid-year slot review.

- Anticipated Unallocated Funds \$95,268.00
- Estimated Additional Slots 36
- Rate per slot \$650.00
- Estimated monthly Cost \$23,400.00

X 4 months (March 2015 – June 2015)

- Total Cost for Estimated Additional Slots **\$93,600.00**
- Remaining Unallocated Funds \$1,668.00

The recommendation from the staff is based on waitlist evaluation and the ability of the contractor to fill slots at approved 2014-15 sites. The staff recommends:

- **Open a classroom of 18 children at Childcare Network #157, West Market St. Wait list of 22 children in corresponding Zip Codes.**

AND

- **Open a classroom of 18 children at Childcare Network #237, Mackay Road. Wait list of 19 children in the corresponding Zip Codes.**

A motion was made by Andi Ives and a second was provided by Leslie Evans to approve the Staff recommendation to open a classroom of 18 children at Childcare Network #157 and Childcare Network # 237. The motion passed unanimously.

Current Status Updates/Discussions

Guilford County Site Selection Process

Terry Beasley shared that all private sites that are currently in compliance with monitoring will not be required to go through the site application process this year, but this does not guarantee that all selected sites will receive slots. Ms. Beasley asked committee members to recommend possible non-conflicting Site Selection Sub-Committee members to the Partnership. There will be an advertisement placed in the newspaper and the application will be available on our website. The proposed deadline for the site application will be April 15, 2015. There will be an orientation session for all new sites that would like to apply.

Guilford County NC Pre-K Application

□ 738 child applications have been received and processed for 2015-2016. Guilford County schools recently held their first screening in Greensboro.

Adjourn

There being no further business, the meeting was adjourned at 2:37 pm.

Barbara Frye, NC PreK Committee Co-Chair

Patra Gorham, Program Specialist

Next Committee Meeting scheduled for: April 13, 2015, 1:30 pm at Hemphill Library

**Local NC Pre-K Advisory Committee
Non-Conflicted Site Selection Sub-Committee
Conflict of Interest Statement**

Local NC Pre-Kindergarten (NC Pre-K) Programs are expected to offer families a variety of settings to choose from in order to provide a high quality pre-kindergarten experience that will meet the needs of each individual child. The goal of using a non-conflicted NC Pre-K Site Selection Sub-Committee is that a diverse group of stakeholders will recommend sites as acceptable for NC Pre-K placements and advise the local NC Pre-K Committee as they work to fulfill contractual site selection obligations. The slate of choices that are recommended by the Site Selection Sub-Committee should reflect geographic and demographic diversity provided in public and private early education settings. The final selection of sites is determined by the local NC Pre-K Committee.

The items listed below are for consideration as NC Pre-K Committees make decisions about appropriate membership on the local Site Selection Sub-Committee. The local Site Selection Sub-Committee must consist of 3 or more members and may be a “Non-Conflicted” subset of your current NC Pre-K Committee. This information may help Committees to determine when potential members may or may not have a conflict of interest. It is important to avoid any conflict of interest as well as a perception of conflict of interest. If the NC Pre-K contract administrator is a private non-profit agency, a Conflict of Interest policy has already been submitted to the Division of Child Development and Early Education as part of their contract. It may be helpful to reference this policy as the Site Selection Sub-Committee considers how to address potential conflicts of interest. Please consider the following best practices:

1. There should be members of the Sub-Committee that represent various stakeholders in the community as well as subject matter experts in the field of child development and early education. Members may include representatives from the local Health Department, Child Care Resource & Referral Agency, County Department of Social Services, Community College and/or other community volunteers. Members may *not* include current or applying providers (public or private) or their representatives.
2. It is the duty of every Site Selection Sub-Committee member to disclose and avoid both conflicts of interest and appearances of conflict of interest.
3. Individuals who may benefit directly or indirectly from decisions made by the Site Selection Sub-Committee may participate in discussions and offer input but should abstain from voting when the site involved is under consideration.
4. Members should not solicit or accept gifts, entertainment, favors or other items of more than nominal monetary value from anyone representing an NC Pre-K Program site or site applicant. Current NC Pre-K contract templates specify this prohibition from offering or accepting gifts.
5. Members should not use their position on the Sub-Committee, the NC Pre-K Program name or any property belonging to the NC Pre-K Program for private profit or benefit.
6. Meetings may begin with the following question: Does any Sub-Committee member have any known conflict of interest or appearance of conflict with respect to any matters coming before the Sub-Committee today? If so, please identify the conflict or appearance of conflict and refrain from any undue participation in the particular matter involved.

I have reviewed the Conflict of Interest Statement above and I agree to adhere to all of the items listed.

NC Pre-K Site Selection Sub-Committee Member

Date

NC PRE-K ANNUNAL PROGRAM, PLANNING AND IMPLEMENTATION TIMELINE

Month	Contractor Responsibilities	Helpful Resources	Contact Information
July	<ul style="list-style-type: none"> • NC Pre-K database systems open (APP, Kids, Plan) • Begin review of the following Sections in the NC Pre-K Plan for <u>accuracy</u> and <u>update</u> where applicable: <ul style="list-style-type: none"> ✓ Committee Section ✓ Contact Information ✓ Site & Classroom ✓ Budget • Begin entering data into: <ul style="list-style-type: none"> ✓ NC Pre-K APP (Child Eligibility) ✓ NC Pre-K Kids (Child Placement) ✓ NC Pre-K Plan (Instructional Staff Approvals – Collect required documentation, e.g., Plans of Study/Official Transcripts) • Committee meeting, if needed 	<p>NC Pre-K APP</p> <p>NC Pre-K Kids</p> <p>NC Pre-K Plan</p>	<p><u>NC Pre-K APP and Kids-</u> Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K Plan/Budgets/Contracts-</u> Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p><u>EESLPD Unit-Teacher Licensure-</u> Fay Lewis @ fay.lewis@dhhs.nc.gov or 919-527-6550</p> <p><u>Child Eligibility/Placement/Committee Structure-</u> NC Pre-K Program Policy Consultant Click here for Regional Map</p>
August	<ul style="list-style-type: none"> • NC Pre-K Programs/Sites open • NC Pre-K Contracting Agency staff orientation/training • Local NC Pre-K Site/Classroom staff orientation/training • NC Pre-K APP & Kids – Continue child eligibility and placement process • NC Pre-K Plan – Complete following items: <ul style="list-style-type: none"> ✓ Site year end dates are entered ✓ All classrooms have an approved lead teacher/ teacher assistant assigned ✓ Number of children and payment rates entered for each classroom on Budget Screen • July FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p>NC Pre-K APP</p> <p>NC Pre-K Kids</p> <p>NC Pre-K Plan</p>	<p><u>NC Pre-K APP and Kids-</u> Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K Plan/Budgets/Contracts-</u> Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p><u>EESLPD Unit-Teacher Licensure-</u> Fay Lewis @ fay.lewis@dhhs.nc.gov or 919-527-6550</p> <p><u>Attendance Reports/FSR's-</u> Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>

<p>September</p>	<ul style="list-style-type: none"> • NC Pre-K Plan – Continue completion of following items: <ul style="list-style-type: none"> ✓ All classrooms have an approved lead teacher/ teacher assistant assigned ✓ Number of children and payment rates entered for each classroom on Budget Screen ✓ Section II Principal/Director signatures obtained – Mailed to DCDEE ✓ Print copy of Section III and retain for your files • August FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p>NC Pre-K Kids NC Pre-K Plan</p>	<p>NC Pre-K APP and Kids- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p>NC Pre-K Plan/Budgets/Contracts- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p>EESLPD Unit-Teacher Licensure- Fay Lewis @ fay.lewis@dhhs.nc.gov or 919-527-6550</p> <p>Attendance Reports/FSR's- Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>
<p>October</p>	<ul style="list-style-type: none"> • Train local program administrators on site monitoring responsibilities and due dates • NC Pre-K Expansion Budget Templates due (tentatively, if applicable) • September FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p>Site Monitoring Tool NC Pre-K Kids NC Pre-K Plan</p>	<p>NC Pre-K APP and Kids- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p>NC Pre-K Plan/Budgets/Contracts- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p>Site Monitoring- NC Pre-K Program Policy Consultant Click here for Regional Map</p> <p>Attendance Reports/FSR's- Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>
<p>November</p>	<ul style="list-style-type: none"> • Site Monitoring Tool due to local Contractor by November 15th • Begin site monitoring visits after completed Site Monitoring Tool is received • Validate Site Monitoring Tool results (verify Plans of Study, transcripts, license/credentials, classroom lesson plans/daily schedules) 	<p>Site Monitoring Tool NC Pre-K Kids NC Pre-K Plan</p>	<p>NC Pre-K APP and Kids- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p>NC Pre-K Plan/Budgets/Contracts- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p>

	<ul style="list-style-type: none"> October FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due Local committee meeting, if needed (pending NC Pre-K expansion funds) 		<p><u>Site Monitoring-</u> NC Pre-K Program Policy Consultant Click here for Regional Map</p> <p><u>Attendance Reports/FSR's-</u> Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>
December	<ul style="list-style-type: none"> Continue site monitoring visits NC Pre-K Plan – Other Estimated Resources due (online) Survey link emailed from DCDEE with electronic Fiscal Monitoring Worksheet and Contractor Policy Monitoring Tool Begin completing electronic Fiscal Monitoring Worksheet November FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p>Contractor Policy Monitoring Tool</p> <p>Fiscal Monitoring Worksheet</p> <p>NC Pre-K Kids</p> <p>NC Pre-K Plan</p>	<p><u>NC Pre-K APP and Kids-</u> Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K Plan/Budgets/Contracts-</u> Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p><u>Contractor Monitoring-</u> NC Pre-K Program Policy Consultant Click here for Regional Map</p> <p><u>Fiscal Monitoring-</u> Vi Simmons @ vi.simmons@dhhs.nc.gov or 919-527- 6520</p> <p><u>Attendance Reports/FSR's-</u> Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>
January	<ul style="list-style-type: none"> Continue site monitoring visits Electronic Fiscal Monitoring Worksheet submitted to DCDEE by January 15th Begin completing Contractor Policy Monitoring Tool NC Pre-K Plan – Certified Other Resources due by January 15th NC Pre-K Contract Documents due for SFY 2016-17 contracts Child Find Activities Begin December FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p>Contractor Policy Monitoring Tool</p> <p>Fiscal Monitoring Worksheet</p> <p>NC Pre-K Kids</p> <p>NC Pre-K Plan</p>	<p><u>NC Pre-K APP and Kids-</u> Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K Plan/Budgets/Contracts-</u> Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p><u>Contractor Monitoring-</u> NC Pre-K Program Policy Consultant Click here for Regional Map</p>

	<ul style="list-style-type: none"> Local committee meeting (Plan for next program year – See Section 2 of the NC Pre-K Program Requirements for reporting program progress) 		<p><u>Fiscal Monitoring Worksheet</u>- Vi Simmons @ vi.simmons@dhhs.nc.gov or 919-527- 6520</p> <p><u>Attendance Reports/FSR's</u>- Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>
February	<ul style="list-style-type: none"> Electronic Contractor Policy Monitoring Tool submitted to DCDEE by February 15th Fiscal year close-out Instructions sent from DCDEE NC Pre-K Contract Budget Templates due DCDEE fiscal monitoring begins (desk-top or onsite visit) January FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p>Contractor Policy Monitoring Tool</p> <p>Fiscal Monitoring Worksheet</p> <p>NC Pre-K Kids</p> <p>NC Pre-K Plan</p>	<p><u>NC Pre-K APP and Kids</u>- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K Plan/Budgets/Contracts</u>- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p><u>Contractor Monitoring</u>- NC Pre-K Program Policy Consultant Click here for Regional Map</p> <p><u>Fiscal Monitoring</u>- Vi Simmons @ vi.simmons@dhhs.nc.gov or 919-527- 6520</p> <p><u>Fiscal Year Close-Out</u> Janice Fain @ janice.fain@dhhs.nc.gov or 919-527-6511</p> <p><u>Attendance Reports/FSR's</u>- Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>
March	<ul style="list-style-type: none"> DCDEE fiscal monitoring continues (desk-top or onsite visit) February FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due Local committee meeting (review site/contractor monitoring results, adjust program policies, set up site selection as needed and as aligned with multi-year contracts) 	<p>Fiscal Monitoring Worksheet</p> <p>NC Pre-K Kids</p> <p>NC Pre-K Plan</p>	<p><u>NC Pre-K APP and Kids</u>- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K Plan/Budgets/Contracts</u>- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p>

			<p><u>Fiscal Monitoring- Vi Simmons @ vi.simmons@dhhs.nc.gov or 919-527- 6520</u></p> <p><u>Attendance Reports/FSR's- Lucille Baker @ Lucille.baker@dhhs.nc.gov</u></p>
April	<ul style="list-style-type: none"> • DCDEE fiscal monitoring continues (desk-top or onsite visit) • March FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due 	<p><u>Fiscal Monitoring Worksheet</u></p> <p><u>NC Pre-K Kids</u></p> <p><u>NC Pre-K Plan</u></p>	<p><u>NC Pre-K APP and Kids- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</u></p> <p><u>NC Pre-K Plan/Budgets/Contracts- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</u></p> <p><u>Fiscal Monitoring- Vi Simmons @ vi.simmons@dhhs.nc.gov or 919-527- 6520</u></p> <p><u>Attendance Reports/FSR's- Lucille Baker @ Lucille.baker@dhhs.nc.gov</u></p>
May	<ul style="list-style-type: none"> • NCGA convenes for the short session • Formal close-out letters for monitoring results will be mailed from DCDEE by May 31st • NC Pre K 2016-17 Contracts ready for contractor's signatures • April FSRs and attendance reports mailed to DCDEE by 10th of month or request for advance due • NC Pre-K Plan: <ul style="list-style-type: none"> ✓ Other Estimated Resources due by May 15th (online) ✓ Section I Committee Member signatures due to DCDEE by May 31st (including meeting minutes approving next year's Plan) 	<p><u>Fiscal Monitoring Worksheet</u></p> <p><u>NC Pre-K Kids</u></p> <p><u>NC Pre-K Plan</u></p>	<p><u>NC Pre-K APP and Kids- Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</u></p> <p><u>NC Pre-K Plan/Budgets/Contracts- Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</u></p> <p><u>Fiscal Monitoring- Vi Simmons @ vi.simmons@dhhs.nc.gov or 919-527- 6520</u></p> <p><u>Attendance Reports/FSR's- Lucille Baker @ Lucille.baker@dhhs.nc.gov</u></p>

	<ul style="list-style-type: none"> • April FSRs and attendance reports mailed to DCDEE by 10th business day of month or request for advance is due • Local committee meeting (obtain Committee member signatures and approve next SFY's contract, budget and contracting agency as administrator of the NC Pre-K Program) 		
June	<ul style="list-style-type: none"> • May and June FSRs and attendance reports due per DCDEE close-out procedures for May and June expenditures (reimbursement requests received after this date will not be guaranteed) 	NC Pre-K Kids NC Pre-K Plan	<p><u>NC Pre-K APP and Kids-</u> Rachel Kaplan @ rachel.kaplan@dhhs.nc.gov or 919-527-6527</p> <p><u>NC Pre-K</u> <u>Plan/Budgets/Contracts-</u> Sharon Johnson @ sharon.johnson@dhhs.nc.gov or 919-527-6536</p> <p><u>Fiscal Year Close-Out</u> Janice Fain @ janice.fain@dhhs.nc.gov or 919-527-6511</p> <p><u>Attendance Reports/FSR's-</u> Lucille Baker @ Lucille.baker@dhhs.nc.gov</p>

September-May

DCDEE Child Care Consultants conduct compliance visits to NC Pre-K Programs and classrooms using the NC Child Care Rules, including Rule .3000. DCDEE NC Pre-K Program Policy Consultants monitor local NC Pre-K Program contracting agencies and committees using the NC Pre-K Program Requirements and Guidance Manual.

Glossary of Terms

Allocation – State NC Pre-K Program funds that are allocated by DCDEE to NC Pre-K contract agencies for direct services, administration or start-up (when available). See NC Pre-K Fiscal and Contract Manual for more information http://ncchildcare.nc.gov/pdf_forms/NCPre-K_BudgetFinancialContractManual.pdf

At risk – A term applied to students who have not been adequately served by social service or educational systems and who are at risk of educational failure due to lack of services, negative life events or physical or mental challenges, among others.

Birth-through-Kindergarten License (BK) – Birth-Kindergarten programs are designed to prepare educators to work with children, birth through age five, with and without disabilities. Each institution of higher education (4-year colleges/universities) offer an inclusive, interdisciplinary course of study leading to the North Carolina BK teacher license. Individuals completing the requirements for this license will be prepared to enter the profession of teaching infants, toddlers, preschoolers and kindergartners in public schools, child care programs and developmental day centers. Teachers will also acquire skills to assist the families of young children. The interdisciplinary approach includes early childhood education, special education, child/family studies and elementary education.

Birth-through-Kindergarten Teaching Standards (Competencies) – Standards and indicators for teacher education programs. The BK Standards are a subset of Standard III of the NC Professional Teaching Standards (teachers know the content they teach) and Standard IV (teachers facilitate learning for their students). BK Standards were revised and approved by State Board of Education January 2009. http://ncchildcare.dhhs.state.nc.us/pdf_forms/NCPre-K_NC_BK_Speciality_Standards.pdf

Caregiver - A caregiver is someone, typically over age 18, who provides care for another. It may be a person who is responsible for the direct care, protection, and supervision of children in a child care home or other early childhood arrangement, or someone who tends to the needs of the elderly or disabled.

Child Care Health Consultant (CCHC) – Health professionals with practical knowledge and skills related to child health, child development and health/safety in child care settings. [Http - //www.healthychildcarenc.org/consultant_list.htm](http://www.healthychildcarenc.org/consultant_list.htm)

Contract – A mutually binding legal relationship between the NC DHHS NC Pre-K Program and the responsible county/regional NC Pre-K contracting agency to provide NC Pre-K classroom services to eligible children and receive payment based on the child's attendance and the approved payment rate for the classroom. The contract with DCDEE is a Financial Assistance Contract.

Contract Administrator - The person, designated by the County/Region NC Pre-K Committee, to oversee the NC Pre-K contract.

Contractor or Contracting Agency – The responsible county/regional agency entering into a purchase of service contract with the NC DHHS, NC Pre-K Program to deliver a service for the NC Pre-K program. The term includes public and non-profit organizations such as, but not limited to, local partnerships, school systems and Head Start agencies.

Contract Administrator – The person, designated by the County/Region NC Pre-K Committee, to oversee the NC Pre-K contract.

County/Region NC Pre-K Committee – A committee of local early education professionals and representatives from other groups interested in pre-kindergarten educational programs for eligible at-risk children. The committee must be chaired and convened by a school superintendent in a county/region or designee and the board chair for the local Smart Start Partnership for Children or designee. The Committee determines the Contracting Agency, approves the Plan and advises the Contractor during the contract period.

Curriculum (plural curricula) – A plan of instruction that details what students are to know, how they are to learn it, what the teacher's role is and the context in which learning/teaching will take place. For the purposes of NC Pre-K, curriculum means a curriculum that has been approved as set forth in the NC Child Care Rules by the NC Child Care Commission as comprehensive, evidence-based and with a reading component. Selected curriculum must align with the *NC Foundations for Early Learning and Development standards*.

Developmental Screening – A brief developmental assessment procedure designed to identify children who should receive more intensive diagnostic assessment. Developmental screening identifies children in need of further developmental evaluation, enabling early intervention.

Division of Child Development and Early Education (DCDEE) – Also referred to as “the Division” is a state agency of the North Carolina Department of Health and Human Services, which oversees the early care and education system that serves approximately 250,000 children in more than 7,000 licensed early education/child care facilities in North Carolina.

Direct Services Funds – Direct services funds are NC Pre-K funds paid to the Contractor for NC Pre-K services rendered to eligible children under the contract. Direct services funds that are received by the Contractor must be passed to the provider for payment of direct services to eligible children unless the Contractor is a provider of the direct services. These funds are a fixed payment rate per child per month of service delivered. Sites can choose to use this funding for items pertaining to NC Pre-K services such as salary/benefits for teaching staff, equipment, supplies, curriculum and related materials, developmental screening tools and assessment efforts, staff to conduct developmental screenings, staff training, etc. Since the NC Pre-K Program funds do not cover the full cost of operating a quality pre-k program, the funds are generally used to offset a portion of the cost to administer the NC Pre-K program. The calculation is based on the number of children attending times the monthly classroom rate of payment.

Eligible Child – A child who meets the established criteria to participate in the NC Pre-K program as defined in the NC Pre-K Program Requirements and Guidance document.

Equipment – Tangible, nonexpendable, personal property having a useful life of at least two years and acquisition cost of \$500 or more per unit.

Early Childhood Program – Any nonpublic or public program or school that serves young children (licensed private child care center, NC Pre-K, NC Developmental Day or Head Start, Preschool Exceptional Children, Title I Preschool).

Early Educator Support, Licensure and Professional Development (EESLPD) Office –The EESLPD Office, formerly the Teacher Licensure Unit, was established in January 2007 to provide mentoring, evaluation and BK licensure services to BK licensed teachers. The EESLPD Office is the statewide education agency that facilitates the NC Birth-through-Kindergarten (BK) Licensure process for Early Childhood lead teachers in nonpublic schools (NC Pre-K and other non-NC Pre-K programs/classrooms) to attain and maintain a NC BK Standard Professional II License.

The Early Childhood Environment Rating Scale-Revised (ECERS-R) – A classroom assessment tool designed to assess group programs for preschool-kindergarten aged children from 2 through 5 years of age.

Family Engagement – The process by which early childhood education programs encourage family participation, decision making and collaboration related to their children’s education. The Contractor, in consultation with the Committee, shall develop a written, comprehensive plan for family engagement to implement strategies designed to develop partnerships with families and build reciprocal relationships that promote shared decision-making.

Formative Assessments – Classroom staff are required to conduct ongoing (regular) formative (or instructional) assessments to gather information about each child’s growth and skill development, as well as to inform instruction. All formative assessments used by the NC Pre-K Program must be approved by the NC Child Care Commission based on the assessment tool’s ability to collect information on children’s behaviors, development, skills, knowledge, strengths, needs and interests across all domains of development. NC Pre-K classrooms must use assessments that align with the *NC Foundations for Early Learning and Development* standards.

Individual Education Program (IEP) – The legal document that defines a child's special education program. An IEP includes the disability under which the child qualifies for Special Education Services, the services the team has determined the school will provide, his/her yearly goals and objectives and any accommodations that must be made to assist his/her learning.

Lateral Entry BK Licensure – See EESLPD FAQ at http://ncchildcare.nc.gov/pdf_forms/NCPre-K_FAQ_TeacherEducLic.pdf.

Legal custodian – The caregiver of a child appointed by the court to fulfill the obligations that would normally be handled by the parents (could be long or short-term).

Legal guardian – A court-ordered relationship where an adult is appointed by the court to care for a minor child ("ward") whose circumstances require it and to make decisions about the child's education, support and maintenance. Legal Guardianship is only awarded when both biological parents are deceased or their parental rights have been terminated by the court.

Limited English Proficiency – Limited English proficiency is identified when the family and/or child speaks limited or no English at home. Contract administrators are strongly encouraged to identify resources in the community to support children and families with limited English proficiency. The Committee and Contractor should develop and implement a written plan for working with children and families with limited English proficiency.

National Association for the Education of Young Children (NAEYC) - The National Association for the Education of Young Children (NAEYC) is a professional membership organization that works to promote high-quality early learning for all young children, birth through age 8, by connecting early childhood practice, policy, and research.

NC Child Care Rules – Chapter 110 of the North Carolina General Statutes governs Child Care Facilities. The legislative intent and purpose of these General Statutes is to recognize the importance of the early years of life to a child's development with respect to the early care and education of children. DCDEE Child Care Consultants monitor for compliance of the NC Child Care Rules, which includes Section .3000, NC Pre-Kindergarten Services. Results of DCDEE facility licensing monitoring visits will be shared with the site administrator, the local NC Pre-K Contractor and sent to the Division of Child Development and Early Education to be placed in the program's Master File.

NC Early Childhood Administrator Credential (NCECAC) – Every Administrator must meet requirements in two component areas to earn qualification as a Level I, II or III Administrator. The two component areas include 1) child care administration coursework and 2) early childhood education/child development coursework. Each required component of the administration credential has one or more equivalency options. These are outlined on the education and equivalency form which can be found at http://ncchildcare.nc.gov/pdf_forms/dcd-0173.pdf. Early Education/Child care administrators of star-rated programs must submit this form to the NC Division of Child Development and Early Education to be evaluated for qualification as a Level I, II or III Administrator. Site Administrators/directors of programs with a NC Pre-K classroom(s) must hold a Level III Credential.

North Carolina Foundations for Early Learning and Development (NCFELD) – A resource to be used by parents/families, teachers, caregivers, early interventionists, home visitors, and other professionals who support and promote children's development and learning.

NC Pre-Kindergarten Program Requirements -The NC Pre-K Program Requirements are built on the premise that to be successful academically in school, children need to be prepared in all five of the developmental domains outlined by the National Education Goals Panel and the *NC Foundations for Early Learning and Development*. Each of these domains is critical to children's well-being and for their success in reading and math as they come to school. The five domains, as reflected in the [NC Foundations for Early Learning and Development](#) standards are:

- Approaches to play and learning
- Emotional and social development
- Health and physical development
- Language development and communication
- Cognitive development

The requirements are designed to ensure that a high-quality pre-kindergarten classroom experience is provided for eligible four-year-olds in each local NC Pre-K Program and that, to the extent possible, uniformity exists across the state.

NC Pre-Kindergarten Program (NC Pre-K) – High-quality pre-k program that serves eligible children who are at risk and prepares them for success in school.

NC Department of Public Instruction (NCDPI) – Charged with implementing the state's public school laws and the State Board of Education's policies and procedures governing pre-kindergarten through 12th grade public education.

NC Department of Public Instruction, Licensure Division – North Carolina Department of Public Instruction/Licensure Division is authorized by the North Carolina State Board of Education to carry out the policy established for educator licensure in North Carolina (http://www.ncpublicschools.org/state_board/).

NC Rated License Assessment Project (NCRLAP) – Established in 1999 to better define the quality of child care in the state and to assist parents in choosing child care. NCRLAP is responsible for setting up the policies and procedures for the implementation of all rating scale assessments for licensed child care providers, as well as responsibility for the oversight of the hiring and training of rating scale assessors.

No Child Left Behind (NCLB) – The No Child Left Behind Act of 2001 (NCLB) is a United States Act of Congress that is a reauthorization of the Elementary and Secondary Education Act, which included Title I, the government's flagship aid program for disadvantaged students.

Not-for-profit Agency – Any corporation, trust, association, cooperative or other organization that (a) is operated primarily for educational, service, charitable or similar purposes in the public interest; (b) is not organized primarily for profit; and (c) uses its net proceeds to maintain, improve or expand its operations.

Preschool or Pre-K/K Add-On License - See EESLPD FAQ at http://ncchildcare.nc.gov/pdf_forms/NCPre-K_FAQ_TeacherEducLic.pdf.

Professional Development Plan – A formal document aligned with the NC Professional Teaching Standards, developed by the BK licensed teacher in collaboration with the assigned mentor and site administrator. This document is informed by the teacher's ongoing self-assessment coupled with the assigned evaluator's formative assessment of classroom practices, which inform the development of the teacher's professional growth goals and proposes strategies for increasing one's skills.

Provisional BK or Preschool Add-On Licensure - See EESLPD FAQ at http://ncchildcare.nc.gov/pdf_forms/NCPre-K_FAQ_TeacherEducLic.pdf.

Site – A licensed child care facility in either a public school or private center (nonpublic) program approved by DCDEE to house one or more NC Pre-K classrooms.

Site Selection – 2012 and 2013 NC Legislative provisions required DCDEE to establish a standardized decision making process for awarding slots and student selection locally. The site selection process includes a site application, rubric used by non-conflicted site selection sub-committee and a decision tree used to make decisions regarding selected sites

Standard Professional I Licensure (SP I) – A three-year license, which allows the teacher to begin practicing the profession. To be issued a **Standard Professional I License**, an individual must complete an approved teacher education program and meet the federal requirements to be designated “highly qualified.” This designation (HQ) is not applicable to BK licensed teachers assigned to teach in NC Pre-K classrooms. See EESLPD FAQ at http://ncchildcare.nc.gov/pdf_forms/NCPre-K_FAQ_TeacherEducLic.pdf.

Standard Professional II License (SP II) – A continuing license that allows the teacher to serve on an ongoing basis. A **Standard Professional II License** must be renewed every five years. Teachers are observed and evaluated annually. See EESLPD FAQ at http://ncchildcare.nc.gov/pdf_forms/NCPre-K_FAQ_TeacherEducLic.pdf.

State Median Income (SMI) – A child that meets the age requirements is eligible for NC Pre-K if the child is from a family whose gross income is at or below 75% of the State Median Income level.

Temporary Assistance to Needy Families/Maintenance of Effort (TANF/MOE) – The Temporary Assistance to Needy Families (TANF) block grant funds services and assistance to income-eligible families who have a child living in the home. The TANF block grant, administered by the State Department of Health and Human Services (DHHS), has an annual cost sharing requirement referred to as the Maintenance of Effort requirement (MOE). Every federal fiscal year, each state must spend a certain amount of its own money to help eligible families in ways that are consistent with the purpose of the TANF program.

The NC Pre-K Program, designed to provide high-quality pre-kindergarten experiences that may allow parents to work, may count as MOE.

Transition Plan – A written transition plan should be developed and implemented by the Committee and Contractor showing how the transition needs of participating children will be met. The transition plan should specify how children will transition into the NC Pre-K classroom and into kindergarten, reflect the diversity and uniqueness of children, families and communities and be revised as ongoing transition efforts are expanded.

Transportation Plan – A written transportation plan should be developed and implemented by the Committee and Contractor showing how the transportation needs of participating children will be met. In developing the transportation plan, the Committee and Contractor should identify community resources that are available and work with the school system and other community agencies, as feasible.

Unique Needs – Children who demonstrate significant delays in their emotional or social development, sensory function or behavior.