

CHILDREN’S SERVICES COUNCIL OF PALM BEACH COUNTY

February 23, 2017, 4:30 p.m.

MINUTES

1. Call to Order

Vice Chair Weber called the meeting to order at 4:35 p.m.

Present:

Thomas Bean

Paulette Burdick

Vince Goodman

Tom Lynch

James Martz

Dennis Miles

Debra Robinson, M.D

Thomas P. Weber

Excused: Robert M. Avossa, Ed.D; Greg Langowski

A. Invocation – led by Vince Goodman

B. Pledge of Allegiance – led by Vice Chair Weber

C. Presentations

1. Early Learning Coalition – CSC Scholarships – Amy Blechman, Program Officer; Warren Eldridge, Chief Executive Officer, Early Learning Coalition of Palm Beach County

Amy Blechman, Program Officer stated that the Early Learning Coalition conducted CSC’s scholarship program in order to serve at-risk children and families in the community. Through the scholarships CSC is able to offer access to quality child care with the end goal of improving school readiness for the most vulnerable population. Children are screened twice yearly by the Ages and Stages questionnaire, ensuring that children meet developmental milestones. Children are referred to the Healthy Beginnings System if milestones are not met. Warren Eldridge, Chief Executive Officer, Early Learning Coalition of Palm Beach County (ELC), played a video addressing who ELC serves and why it matters.	
How quickly are phones answered?	Phones are answered immediately and there is a screen outside of the office to monitor how quickly the phones are answered. Service level of answering phones before call has been engaged for 2 minutes is 92%.
How soon after calling ELC can a child expect to receive services?	Parents had previously been on a waiting list for over a year, but this had changed, and parents could now expect to receive services within 10 to 15 days of initial call because an additional \$2.4 million had been added to fund child care slots.
When a client does not receive services what is the response time?	Previously (before it was brought in-house) ELC used to have to negotiate for services and launch an investigation to ascertain why services were not received. Now they are able to respond immediately. Mayor Burdick had previously expressed concern in this area.

<p>Without CSC the ELC would serve approximately 20,000 children annually. In partnership with CSC it had served 31,179 children from July 2015 to June 2016; 9,009 children were directly funded by CSC. Because of CSC’s involvement they had been able to expand the federal income levels where parents could take a pay raise and not have to worry about whether they would lose child care benefits. An office had been opened in Riviera Beach: they would go to wherever parents needed them. There had been 402 referrals from BRIDGES sites.</p>	
<p>What percentage of children in subsidized child care (up to age 5) are currently served?</p>	<p>The average number served from the other 6 counties was 27.6% of children; in Palm Beach County 33.5% were served. This number was possible because of the partnership with CSC.</p>
<p>Is there a waiting list of children to be served?</p>	<p>There is a waiting list, it is mostly comprised of school-age children. If a call is received from a parent of a child from birth to age 5 they were able to be served within 10 to 15 days. The ELC Board had made the decision to serve the family, so any child up to age 12 could be served. The waiting list is currently comprised of siblings without younger children.</p>
<p>Is it a full-day program?</p>	<p>Yes.</p>
<p>Is the group that has the least access, and access to VPK only, the non-working parents? These are the parents whose children need early learning the most.</p>	<p>This is correct, non-working parents have access to VPK only. In a conversation with Senator Powell last week, in coordination with Dr. Debra Robinson, CEO Warren Eldridge had spoken to the Office of Early Learning. He asked for local flexibility on some special projects, then they would be able to offer more services to children of non-working parents.</p>

1. Strong Minds Evaluation – Year Two – Kim Lu, Evaluation Officer; Jennifer Coleman, Program Officer

<p>Jennifer Coleman, Program Officer stated that the previous presentation talked about increasing access to early learning in Palm Beach County, and this presentation would address improving the quality of early learning programs. Strong Minds was launched in January 2015, and although still in the process of implementation, a comprehensive evaluation is being conducted by an external evaluator. Strong Minds is Palm Beach County’s Quality Rating and Improvement System, it has 4 levels of participation: emerging, promising, In-Network Tier 1, and In-Network Tier II. Strong Minds offers learning opportunities, information, resources, technical assistance, and financial incentives for child care programs and for teachers.</p>	
<p>The Strong Minds year two evaluation focused on answering the first evaluation question: “to what extent is the Strong Minds Network implemented as planned?” Question #2 examined short-term outcomes at the program level.</p>	<p>Data was collected: characteristics of programs, assessment of children and program scoring. Phone interviews were conducted by the external evaluators among the Strong Minds stakeholders to better understand the implementation process.</p>
<p>What do you mean by “characteristics of programs, practitioners and children?”</p>	<p>We were looking at the demographics of the children, and looking at funding streams. In addition, the type of care was reviewed, whether in a child care center or a family child care home, how many were in a Tier I program or Tier II.</p>
<p>255 programs were in active operation in the Strong Minds network in October, 2016. Of these programs more than 50% of them were in community child care centers, and most of them were in the Tier I in-network level. More than 77% of these programs were located in the Census Tract poverty areas. Almost 13,000 children were served in Strong Minds programs in October, 2016, and of this number, 87% received public funds</p>	

<p>throughout the 15/16 fiscal year (for example school readiness scholarships, as mentioned in the ELC presentation). A wide variety of demographics were served, and 56.3% of children served were Black. Baseline data of the highest degree achieved by Strong Minds practitioners showed that less than 30% had received a Bachelors degree or higher. 76% of practitioners used the scholarships to improve their education and teaching so that the children could benefit from the improved quality of their teachers. The CLASS tool was used to assess program quality. CLASS is a classroom observation tool assessing the quality of interactions between teachers and children. A statistically significant improvement in the program learning environment was recorded between the programs’ initial assessment and its second assessment. Staff retention in the same child care program enabled the children to receive consistent, uninterrupted quality care. Data on staff retention showed that the retention rate in year two was higher than the first year’s retention rate. Further analysis showed that practitioners who had Bachelors degrees or higher were more likely to stay at a program. This was an encouraging outcome.</p>	
<p>Recommendations for improvement:</p>	<ul style="list-style-type: none"> • Strengthen data integration to connect all data elements revealing relationship between program activities and outcomes. • Continue discussions on data-driven decision making on raising the threshold for program assessment scores and rating • Further explore social-emotional support for children served.
<p>The usage of services by Native Americans is listed at 0.6%. What does this constitute?</p> <p>Do they speak English or Spanish? The numbers don’t add up to 100% - why?</p>	<p>Data is self-reported by families, and the ethnicity they consider themselves. The families in question identified as Native American.</p> <p>The families self-identify, for example they could be Hispanic, and they could also be White Hispanic or Black Hispanic, which is why there is some overlap.</p>
<p>The implementation of the Strong Minds network was being conducted as planned. Other information gathered by the year two evaluation include challenges around data integration, and additional social-emotional supports. This information would be taken back to the stakeholders and would drive future decision-making.</p>	
<p>Surprise was expressed of the number of practitioners having a Bachelors degree. The average child care worker salary was discussed. Can information be teased out of salaries of practitioners that were <i>not</i> school-based, and did <i>not</i> receive ‘teachers’ salaries?</p>	<p>The average child care wage is around \$20,000 or \$11 - \$12/hr. There has been a recent Workforce study; more precise information can be brought back to the Council.</p>
<p>Outcomes – when a center moves from Tier I to Tier II, this is not really an outcome for children.</p> <p>Will we have a conversation about what the outcomes are before it is used?</p> <p>Hoping that it will be substantive and authentic. The FLKRS statistics were</p>	<p>It is not an outcome for children at the present time. It is in the plan, and statistics should be available by February, 2019. An independent evaluator was pulling all this information.</p> <p>The driver is school readiness, which is always a significant issue because there is a new tool. The outcomes that Dr. Shen is looking at can definitely be shared. There’s always opportunity to give input.</p>

<p>subjective and horrible, it didn't designate whether the children were ready to learn.</p>	<p>A new tool being used is called the STAR and will be used for at least 2 years. A group in Tallahassee is convening experts to determine exactly what should be measured to determine readiness for this age group.</p>
<p>I had the understanding that CSC was looking at quality for a number of years already.</p>	<p>CSC did previously have the Quality Counts system. That system was sunset and Strong Minds had been implemented 2 years ago because the desired outcomes were not being found with the Quality Counts system.</p>
<p>What if the outcomes aren't achieved after 4 years with Strong Minds?</p>	<p>Research shows that quality has an impact. Finding out exactly how to move the child care centers to where they need to be, ensuring the children receive the quality and make the gains is the goal. We will reevaluate based on the outcomes.</p>
<p>Are there bits and pieces of the evaluation findings that can be used during the next two year period? Or do we have to wait for another two years to determine the impact?</p>	<p>Even though the year two evaluation focuses on process, when data became available they really want to look at the outcomes. The year three evaluation would begin looking at more general outcomes for programs. The logic model has a short term and long term, and it is planned to look at child-level outcomes beginning next year.</p>
<p>Since there is such a diverse population in Palm Beach County, for those students who are slow at learning letters and numbers, do they get a second chance?</p>	<p>All programs have a school readiness contract, or a Head Start contract, and part of it entailed using a developmentally-appropriate curriculum. Part of the curriculum involves giving differentiated instruction to children. Some children may have great fine motor skills but their oral language may need work; all children have strengths and weaknesses. Part of a developmentally-appropriate curriculum helps the teacher differentiate their instructions to help children at all levels. There is ongoing assessment so that teachers know where the children currently scored and where the opportunities for improvement lay for child care providers. The school readiness tool is given in Kindergarten, so they are already in the K-12 system.</p>
<p>(From a previous presentation) in child care centers there are Spanish-speaking teachers without degrees teaching Spanish-speaking children. Do we still have a significant number of teachers without degrees teaching the foreign-language kids?</p>	<p>Professionalizing the workforce in early care and education is a definite goal of Strong Minds. For a good portion of the workforce, English may not be their first language, however, they may be some of the most nurturing caregivers within that arena.</p> <p>People working in child care settings receive low salaries and many professional development opportunities are provided to the workforce to encourage their continued development towards quality.</p>
<p>I've been working for 1 to 1½ years with private child care educators in Riviera Beach, and of the four elementary schools in Riviera Beach, for two years in a row (of the flawed FLKRS assessment) two of the four schools had zero children that were deemed ready for Kindergarten. Warren Eldridge (during his presentation) had referred to a proposal that had come from this work. The child care educators expressed the same things that the K-12 teachers report regarding challenges, such as socio-economic issues. The proposal recommends an independent third party evaluator doing the Brigance evaluation on those children. The child care providers</p>	

love the children, and it is thought that there are zero in this location with a Bachelors degree. It is my opinion that the curriculum is flawed or "dumbed down". The teachers deserve to have a script to tell them what to do.

D. Election of Officers

Current Officers:

Chair – Greg Langowski

Vice Chair – Tom Weber

Secretary – Vincent Goodman

Mayor Burdick asked whether the three current Officers were all gubernatorial appointees. Tom Sheehan, General Counsel stated that this was correct for the current slate of officers. He noted that Mr. Langowski's seat on the Council had expired in November, 2016 and that he could be replaced at any time. Lisa Williams-Taylor, Ph.D. stated that Mr. Langowski was not inclined to remain as Chair because it would be necessary to re-vote for Chair as soon as a replacement appointee was announced.

Vince Goodman nominated Tom Weber as Chair, the motion was seconded by Thomas Bean.

A revised motion by Vince Goodman nominated a slate of Officers with Tom Weber as Chair, Thomas Bean as Vice Chair, and himself as Secretary; the motion was seconded by Debra Robinson, M.D. Mr. Sheehan asked for additional nominations, there were none. The Motion was approved by unanimous vote.

2. **Minutes**

A. January 30, 2017 Council Meeting

A motion by Burdick/Bean to approve the Minutes of the January 30, 2017 Council Meeting was approved by unanimous vote.

B. February 2, 2017 Council Meeting

A motion by Burdick/Bean to approve the Minutes of the February 2, 2017 Council Meeting and ratify actions taken at the meeting was approved by unanimous vote.

3. **Public Comment – Agenda Items – N/A**

4. **Council Committees:**

• Finance Committee

Tom Lynch stated that the Finance Committee had consensus in approving the Minutes of the January 26, 2017 Finance Committee meeting, and recommended approving the January 31, 2017 Financial Statements.

Vince Goodman stated that Mr. Lynch was very thorough and he was proud to serve on the Council with him. Mr. Lynch thanked Mr. Goodman.

A motion by Burdick/Goodman to approve the Finance Committee Report in full was approved by unanimous vote.

Mr. Lynch stated that the Finance Committee had discussed revamping CSC's Investment Policy as it had done two years previously. He stated that over \$100 million was utilized each year, and investments in the area of \$30 million was the norm, so CSC's investments were a very important role. He stated that they would be hiring a firm to review CSC's investment policy and make recommendations, which the Finance Committee would then bring it to the Council for a vote.

- Personnel Committee

Chair Weber stated that the meeting of the Personnel Committee had not been completed, and they would reconvene the meeting upon conclusion of the Council meeting. He stated that Council members had provided great input regarding the annual performance evaluation of the Chief Executive Officer, Lisa Williams-Taylor, Ph.D., and that it had been very favorable. He stated that the Personnel Committee recommended an increase in salary of 5%, with an adjustment in benefits to include a car allowance. He stated that Dr. Williams-Taylor had done a great job for the past two years, and that there had been continuity, and impressive improvement, progress, and new ideas. Dr. Williams-Taylor thanked the Council.

A motion by Burdick/Goodman to approve the Personnel Committee's recommendations was approved by unanimous vote.

5. Consent Agenda

1. Additions, Deletions, Substitutions - None
2. Items to be Pulled for Discussion – Agenda items 5A(2) (Reference #4) and 5B(2) (Reference #6) were pulled for discussion purposes.
3. Adoption of the Consent Agenda and Walk-in Warrants List

A motion by Bean/Miles to approve the Consent Agenda with the exception of Agenda items 5A(2) and 5B(2), and approve the Walk-in Warrants list was approved by unanimous vote.

A. Program

1. Authorizing a Three-Year Commitment for the Achieve Palm Beach County Initiative – Approved by Consent
2. Tomas Boiton Transportation Consultant - Level II: Corrective Action Plan

<p>It appeared that during an audit there had been a disallowance of \$15,677 for this Provider. Now that this has been identified, how would they ensure it did not happen again, moving forward?</p>	<p>The corrective action plan requires contract revisions based upon the specific audit findings and recommendations. The findings had outlined Provider development of specific internal controls. It would now require that the Provider submit proper documentation with each reimbursement request, such as third party vendor invoices. Another requirement was that the Provider seek support from a third party financial consultant. It would also require Provider submission of vendor contracts to CSC.</p>
<p>If a second problem was found would the Provider be defunded?</p>	<p>Staff would bring back a recommendation for termination at that time.</p>

For informational purposes only; no action required.

B. Business

1. Warrants List – Approved by Consent
2. Resolution #17-002 Authorizing Spring 2017 School Book Distribution for “Happily Ever After Begins with Reading” Campaign

<p>It seems like the last time CSC purchased books they were \$5 or \$10 per book – is it correct that they are now \$2 per book?</p>	<p>Yes, this is the approximate cost of books, Scholastic had made a very competitive bid.</p>
<p>Where will the books be distributed?</p> <p>So it goes to the children in the public schools. In the Health Department facilities in pediatric centers there was nothing for children to read, and nothing for the parents to use to engage their children, there was no promotion of reading in this venue. The Council should take a look at it to determine whether there were other partners, PNC Bank has a book program, and through some collaboration CSC would provide books at Health Department locations.</p> <p>I have one contact that goes to the Health Department and there has been no discussion about reading.</p>	<p>This is the fourth year (and sixth occasion) that CSC has conducted this program, part of the “Happily Ever After Begins With Reading” campaign. Books are directly shipped to traditional and Charter schools in Palm Beach County, based on the number of students in each grade level (K-5th) in each school.</p> <p>There are several different initiatives in effect including “Little Free Libraries”, the Reach out and Read program in pediatrician offices, and books going to the schools. Books are distributed to home visitors such as nurses, for them to bring books into the homes and talk to the mothers about the importance of reading to their child.</p> <p>The Reach Out and Read program involves over 27 pediatric practices and over 45 pediatricians, including the pediatricians at the Health Department. Each of the well-child visits that occur between the ages of 0 to 5, the child receives a book.</p> <p>We will follow up on that.</p>

A motion by Lynch/Goodman to approve Resolution #17-002 authorizing the Chief Executive Officer to enter into an agreement with Scholastic, Inc. for the Spring 2017 reading campaign book purchase in an amount not to exceed \$295,500 effective February 24, 2017 through September 30, 2017 was approved by unanimous vote.

6. Non Consent Agenda

A. Revised Resolution #13-033 Authorizing an Agreement with American Facilities Services Company, Inc. for Janitorial Services

A motion by Goodman/Burdick to approve revised Resolution #13-033 authorizing the Chief Executive Officer to enter into the necessary agreements with American Facilities Services Company, Inc. for Janitorial Services for the period February 1, 2014 through January 31, 2016 and for one-year renewals for the periods commencing February 1, 2016 through January 31, 2018, in an amount not to exceed \$69,107 per year and with the option to extend for one additional year for the period February 1, 2018 through December 31, 2019 (the portion of the contract and any renewal after FY16-17 is subject to the Council's annual budget and TRIM approval process) was approved by unanimous vote.

B. For Informational Purposes Only – N/A

7. Walk-In Items – N/A

8. Chief Executive Officer's Report

1. Special Needs Equipment Fund – The CEO Report contains information about additional equipment that CSC funds. CSC funds United Way for this program in the amount of \$95,000. In fiscal year 15/16 42 children had been supplied with needed equipment, ages served were between 10 to 17 years of age, and data was not currently collected by race of applicants. This modification will start to be collected and United Way would report back to CSC regarding race.
2. Legislative Week – Chair Weber and Chief Communications Officer John Bartosek had joined the CEO and attended meetings in Tallahassee. It was expected that the legislative session would continue for an extended timeframe, and it had been a great opportunity to meet with Representatives.

Chair Weber stated that he enjoyed the trip, and had spent time in the Senate building and had legislators and other key personnel come in. CSC of Palm Beach County, together with other CSC's across the state had been able to voice opinions regarding the needs in the community and what services were lacking. This interaction had been very beneficial. He credited Dr. Williams-Taylor and John Bartosek for being leaders in the State in this area. He stated that there were so many other counties that didn't have a Children's Services Council, which was sad. He stated that CSC needed to get the word out to other communities of the possibility of forming a CSC to meet the needs of children in those communities.

3. My Brother's Keeper Race to Equity Summit – There had been close to 500 participants that attended the Summit, 125 attendees were from middle and high school. There had been a pre-session with 100 attendees with Policylink and the Center for Social Inclusion. Dr. Williams-Taylor

had been on a panel describing how CSC used data and looked through a racial equity lens. Dr. Williams-Taylor acknowledged Dr. Debra Robinson who was on a panel. She acknowledged Marsha Guthrie for her work in putting together the Summit.

4. STEM/Robotics Update – At the 2016 Planning Session the Council had expressed interest in investing in STEM. CSC had worked with the Police Athletic League, the Cabana Colony Youth Center, and the Westgate Community Center in this area. One of the teams had taken home the league championship, and other teams had placed second and fourth. CSC had worked with Green Mouse Academy, and on February 25th at Boynton Beach High School they would be holding regional championships, the largest in South Florida. Dr. Williams-Taylor invited Council members to attend. She stated that they had registered 62 teams in Palm Beach County, and directly served over 1700 students.

Thomas Bean stated that CSC's involvement in this area was a great opportunity because those children had previously not had access in these areas. The children had literally previously never done anything in the world of robotics, and within one year had won the competition. It was a great opportunity to not only build their self-esteem, but expand opportunities on the horizon, building and developing their skills.

5. Communications – Instagram – CSC is now on Instagram.
6. Panel on Leadership at Palm Beach State College – Dr. Williams-Taylor stated that she would be on a panel on Leadership together with Verdenia Baker, County Administrator; Laurie George of United Way, and Kelly Smallridge from the BDB. She stated that she would email details on the panel and invited Council members to attend.

9. Legal Reports

1. April 27, 2017 Annual Planning Session – 4:00 p.m., Council Meeting immediately following, (noticed for 6:00 p.m.)
2. Prevention Partnerships for Children, Inc. Board Meeting – Tom Sheehan, General Counsel stated that immediately following the Council meeting there would be a quarterly Board meeting of Prevention Partnerships for Children, Inc. ("PPC"). (He stated that upon concluding the PPC meeting the Personnel Committee would reconvene to discuss the CEO's annual performance evaluation).

10. Individual Appearances – Non-Agenda Items – N/A

11. Council Comments – None

12. Adjournment

The meeting was adjourned at 5:47 p.m.



Vincent Goodman, Secretary



Lisa Williams-Taylor, Ph.D., Chief Executive Officer