



**Nebraska Early Childhood Education Endowment
Board of Trustees
Wednesday, November 12, 2014
Minutes**

Welcome & introductions

The meeting of the Sixpence Board of Trustees was called to order at 12:35 p.m. on November 12th, 2014, at Nebraska Children and Families Foundation, 215 Centennial Mall South, 2nd floor Conference Room, Lincoln.

Mel Clancy noted that the Open Meetings Act Information has been posted.

Members present: Mel Clancy, Emily Cluver (representing the CEO of the Nebraska Department of Health and Human Services), Melody Hobson (representing the Commissioner of Education), Beth Schuler, Jessie Rasmussen, and Helen Raikes (arrived at 12:50, departed at 2:00)

Also in attendance: Amy Bornemeier (Sixpence Administrator), Karen Pinkelman (Sixpence TA Specialist), Betty Medinger (Nebraska Children), Becky Veak and Jen Goettemoeller (First Five Nebraska)

Approve September 17, 2014 minutes

A motion was made by Beth Schuler to approve the minutes from the September 17, 2014 meeting. Second by Jessie Rasmussen. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Kliver and Mel Clancy. No opposition. Motion carried.

Update on Endowment Financials

Amy Bornemeier shared the financial reports from Shane Rhian of NDE. Jessie Rasmussen noted that \$18.1 million from private funding sources is in the Endowment, and wondered how much was available for new projects. Amy Bornemeier stated that she would request Shane Rhian from NDE to be present at the January Board meeting.

Status Report on 25 Grantees

Amy Bornemeier shared the Grantee Status Report. Discussion was held around the lower number of children that some grantees are currently serving. Karen Pinkelman explained that Sixpence TA staff are tracking enrollment numbers on a monthly basis, and TA is being provided to any program not maintaining enrollment at 85%.

Trustees discussed concerns regarding programs' challenges with meeting Sixpence and Rule 11 staff qualification requirements, especially with regards to program models in which the school district is not the employer. Teacher pay, benefits, and work schedule is often very different for district-employed teachers, both of whom must be certified/endorsed. This leads to competition for district positions, and creates a perpetual system of turnover for non-district paid providers. Additional workforce challenges include teacher certification options which don't include an emphasis on toddlers and infants; and a lack of qualified bi-lingual teachers. Trustees acknowledged that workforce challenges are a concern for Sixpence homevisiting staff, as well. Specifically, programs are challenged to find qualified staff who also bilingual. The Board would like to explore these issues further in the future.

Approve Kearney's 2nd half of Supplemental Quality Improvement Mini Grant

Amy Bornemeier reminded the Board that they had previously approved only half of Kearney's Supplemental Quality Improvement Mini Grant funds due to concerns with enrollment in their home-based program and meeting the Sixpence Quality Criteria in their center-based program. Karen Pinkelman reported that technical assistance has been provided, and a follow up visit indicated that Kearney is now in compliance with all Sixpence Quality Criteria, and enrollment in their home-based program is increasing.

A motion was made by Beth Schuler to approve the release of the 2nd half of the Supplemental Quality Improvement Mini Grant to Kearney. Second by Jessie Rasmussen. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

Approve 2015 meeting dates (2nd Wednesday, 1:00-3:00)

Meeting dates for the 2015 year were discussed. Trustees wished to move the November date because of Veteran's Day.

- January 14 (potentially approve RFP release)
- March 11
- May 13 (approve Continuation Grants)
- June 10 (potentially approve new applications & evaluation contract for July)
- September 9 (approve TA contract for November)
- November 11

A motion was made by Jessie Rasmussen, to approve the 2015 meeting dates with the change of moving the November meeting to November 18th. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

Discuss and Approve Potential Timeline of the RFP

Discussion was held around the possibility of releasing a RFP, pending funding. Amy Bornemeier stated that a revised draft of the current RFP would be provided for their approval at the January Board meeting. Concerns regarding the additional TA and Evaluation Cost for adding new programs,

were discussed, noting that the maximum allocation from the Cash Fund and the General Funds was close to being fully utilized. Private dollars may need to be utilized if there is a need in the future. The proposed timeline was discussed:

- Release: Friday, January 16
- Bidder's Conference: March 18
- Letters of Intent due: March 31
- Application due: May 4 5:00 p.m.
- Notification: June 12
- Grant begins: July 1
- Services must start: September 1

A motion was made by Helen Raikes to approve the possible RFP timeline, pending funding. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

Approve Biennial Report

Amy Bornemeier presented the draft of the Biennial Report to the Board. Trustees stated it was a great report, but wondered if there was a way to incorporate a tagline of "It's Working" onto the front page. The Board wanted to go on the record, expressing their gratitude to Michael Medwick from First Five Nebraska for his outstanding work on writing the report.

A motion was made by Jessie Rasmussen to approve the Biennial Report with the stated change. Seconded by Helen Raikes. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

The Biennial Report will be uploaded onto the Legislative portal by Melody Hobson by January 1, 2015.

Discuss salary/benefits/COLA costs and cost-per-child models

Per the Board's request, Amy Bornemeier presented COLA information to the Board which provided a five-year history on increases of salary and benefits for the original Sixpence grantees (cohort 1). The state average annual increase was 2.17%, and the state's average increase from 2010-11 to 2014-15 was 8.99%. These costs do not reflect benefits, which ranged from 7% to 38%. It was noted that if the Board decided to do a flat 10% increase for all of Cohort 1 grantees, it would cost an additional \$157,843. Pending funding, the Board may consider approving an annual COLA increase to support increasing salary costs with the continuation grants. A procedure for increasing funding will need to be discussed in the future.

Per the Board's request, Amy Bornemeier presented cost per child figures to the Board. The uniqueness of each Sixpence program was discussed. The Board discussed the potential to place a cap on administration and indirect costs to community partners, similar to those provided to the districts.

Beth Schuler Resigning

Mel Clancy presented Beth Schuler with a gift from the Board of Trustees, and expressed gratitude for all of her years of service to Sixpence. Her successor has yet to be named by the Governor's office.

Report on Home-Base Networking Session at Recharge for Resilience

Amy Bornemeier discussed the Home Based Networking Event held on the afternoon prior to the Recharge for Resilience Homevisiting Conference on October 30th in Kearney. Supplemental Quality Improvement Mini Grant funds supported 75 Sixpence staff attendance. Three home visitors presented to the group on documentation, GOLD, and effective partnerships. Staff received many resources, including a thumb drive full of resources to help them to better serve families and create partnerships.

The meeting ended with a ***motion to adjourn*** by Beth Schuler. Seconded by Melody Hobson. Voting yes: Melody Hobson, Mel Clancy, Beth Schuler, Emily Kluver, and Jessie Rasmussen. No opposition. Motion carried. The meeting adjourned at 3:06 p.m.

The next meeting will be **Wednesday, January 16, 2015 from 1:00-3:00**, at the Nebraska Children and Families Foundation.



**Nebraska Early Childhood Education Endowment
Board of Trustees
September 17, 2014
Minutes**

Welcome & Introductions

The meeting of the Sixpence Board of Trustees was called to order at 1:00 p.m. on September 17, 2014, at Nebraska Children and Families Foundation, 215 Centennial Mall South, 2nd floor Conference Room, Lincoln.

Mel Clancy noted that the Open Meetings Act Information has been posted.

Members present: Mel Clancy, Emily Cluver (arrived at 1:06 pm, representing the CEO of the Nebraska Department of Health and Human Services), Melody Hobson (representing the Commissioner of Education), Beth Schuler, and Jessie Rasmussen.

Also in attendance: Amy Bornemeier (Sixpence Administrator), Karen Pinkelman (Sixpence TA Specialist), Mary Jo Pankoke (Nebraska Children), Betty Mediger, Joan Luebbbers (Head Start Collaboration Office), Becky Veak and Michael Medwick (First Five Nebraska), and Shane Rhian (NDE Financial Services).

Approve June 11, 2014 Minutes

A motion was made by Jessie Rasmussen to approve the minutes from the June 11th, 2014 meeting. Second by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, and Mel Clancy. No opposition. Motion carried.

Update on Endowment Financials

Shane Rhian shared current financial reports with the Board of Trustees. Shane noted the available cash balance is \$3.3 million in the Early Childhood Endowment Fund and \$2 million dollars in the State Cash Fund. Amy Bornemeier presented a report detailing the \$175,000 dollars left unspent in the 2013-14 grant year by school districts. The Board expressed concern over the amount left unspent. Amy Bornemeier reminded them that due to cohort 3 grantees starting mid-grant-cycle, they were only given 6 months to spend their startup funds, whereas other grantees have been allowed a full year. Amy stated that she worked with grantees to submit carryover requests as they fit within the Carryover Policy, but much of the unspent funds were due to staff not being hired right away, and personnel funds are difficult to carryover for their intended purpose. Amy also reported that she has developed a Budget Allocation Form for each grantee to complete when they submit expenses reimbursement requests to help track expenses in the 2013-14 grant year.

Status Report on 25 Grantees

Amy Bornemeier presented the Grantee Status Report. Discussion was held around the lower number of children that some grantees were currently serving. Karen Pinkelman reported that Sixpence TA staff are tracking enrollment numbers of programs over the course of the school year and September enrollment numbers would be expected to be lower as numerous Sixpence children are transitioned into preschool.

- a. **Columbus** – Karen Pinkelman reported that Columbus has submitted monthly reports on the status of their enrollment and recruitment efforts. One of their home visitors is serving almost a full case load and due to staff turnover, the other home visitor position was just rehired. Sixpence TA staff will continue to monitor and support their efforts.
- b. **Grand Island** – Amy Bornemeier presented a letter from Grand Island Public School letting the Board of Trustees know they are declining the Quality Improvement Grant Funds.
- c. **Scottsbluff** – Amy Bornemeier presented an educational plan for one of the Scottsbluff home visitors, per the Board's request. Scottsbluff is currently working towards hiring a home visitor to replace a staff who was not interested in obtaining a qualifying degree. Sixpence TA staff will continue to monitor and support their efforts.
- d. **Falls City** – Amy Bornemeier presented a letter from Falls City requesting additional funding to hire a 3rd home visitor to meet the needs of their community. The Board stated that although they would like to grant this request, doing so would not be utilizing a fair and open process. The Board does not have a process to approve expansion requests outside of the RFP guidelines and suggested Falls City apply for additional funding if an RFP is released.

Consider One-Time Options for Remaining Funds

Amy Bornemeier presented a list of home-based grantees who have the need and capacity to expand, and grantees who are underfunded, based on longevity and no COLA increases, as well as number of children being served compared to other similar model grantees. The Board requested additional information from TA staff on the number of children served compared to the amount of current staff they employee and their funding source. The Board would like to review the salary information presented at the March 2014 meeting to explore the ratio of personnel costs to grant funds. The Board would also like to know how much it would cost current programs to operate 12 months a year. Melody Hobson suggested Sixpence TA staff contact Jay Sears from NSEA to provide data on COLA numbers over time to present to the Board in November.

A motion was made by Melody Hobson to move to study this topic during the November meeting. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Approve Carry Over Requests

Amy Bornemeier presented letters requesting funds to be carried over from the 2013-14 grant year.

- a. **Schuyler** – The Board reviewed their carryover request for \$9,495 and noted it was within the Carry Over Policy.

A motion was made by Jessie Rasmussen to approve Schuyler's request to carry over funds. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

- b. **Scottsbluff** – The Board reviewed their carryover request for \$22,232 and noted it was within the Carry Over Policy.

A motion was made by Melody Hobson to approve Scottsbluff's request to carry over funds. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

- c. **Humboldt Table Rock Steinhauer** – The Board reviewed their carryover request for \$9,419 and noted it was within the Carry Over Policy.

A motion was made by Melody Hobson to approve HTRS's request to carry over funds. Seconded by Jessie Rasmussen. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Approve Revised Supplemental Quality Improvement Mini-Grant Budgets

Amy Bornemeier presented a document which detailed the resubmission of previously denied Supplemental Quality Improvement Mini-Grant budgets from Aurora, Central City, Humboldt Table Rock Steinhauer, Lexington, Loup City, Ord, St. Paul, Umo'ho' Nation, and York. The Board noted the resubmissions were in line with the guidelines.

A motion was made by Jessie Rasmussen to approve the revised Supplemental Mini-Grant for the following districts: Aurora, Central City, Humboldt Table Rock Steinhauer, Lexington, Loup City, Ord, St. Paul, Umo'ho' Nation, and York. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Emily Cluver, Helen Raikes and Mel Clancy. Abstaining: Beth Schuler. No opposition. Motion carried.

2013-2014 Evaluation Report

Barb Jackson from the Munroe Meyer Institute presented the Sixpence Yearly Evaluation Data to the Board and provided copies of the report, as well as spiral bound data booklets. Barb discussed the significant decrease in the children's vocabulary development over time indicator and pointed out that only ELL children's comprehension scores significantly decreased in the spring. While this explanation was included in the full report, it was not captured on the data booklet. The Board requested that Barb provide a sticker which explains this and Sixpence TA staff will include it prior to disseminating. The Board also requested a cover letter to be included with the full report providing more information on why the indicators are important to school readiness.

Elect Chairperson

Amy Bornemeier referenced the Early Childhood Education Endowment Board of Trustees By-Laws concerning the election voting of a chairperson, and noted there are no term limits.

A motion was made by Melody Hobson to nominate Mel Clancy to continue to be the Sixpence Board of Trustees Chairperson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Elect Vice-Chairperson

A motion was made by Jessie Rasmussen to nominate Melody Hobson to be the new Vice-Chairperson. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Plan to Use Success Stories

Amy Bornemeier reported that Sixpence TA staff are collecting success stories from each grantee, and are working with First Five Nebraska and Nebraska Children's MarComm team to format and message them. Grantees will be provided materials to help promote their programs and connect with leaders from their communities.

Report on Center-Based Teachers Networking Day and Nebraska Home Visiting Conference Networking Session

Amy Bornemeier reported that 34 Sixpence center-based teachers attended a networking event in Lincoln on August 26th. The focus of the event was to share information and resources supporting individualized, intentional, goal-based lesson planning, a common area of needed TA across all programs. Funding for this event was through Supplemental Quality Improvement Mini Grants.

Amy Bornemeier reported that Nebraska Children and Nebraska Maternal Infant and Early Childhood Home Visiting (N-MIECHV) are co-planning an inaugural conference for home visitors and their supervisors called Recharge for Resilience in Kearney. On October 29th, Sixpence home-based staff will gather for a Sixpence-only networking event where information and resources supporting intentional, goal-based family engagement planning will be shared. Funding for this networking session was through Supplemental Quality Improvement Mini Grants. On October 30th, the conference will offer an opportunity for home visitors across the state to connect on best practices, emerging research and strategies for success, recharging and building resilience in themselves and the children and families they serve. Currently, 67 Sixpence home-based staff and supervisors have registered.

The meeting ended with a ***motion to adjourn*** by Melody Hobson. Seconded by Emily Cluver. Voting yes: Melody Hobson, Mel Clancy, Beth Schuler, Helen Raikes, and Jessie Rasmussen. No opposition. Motion carried. The meeting adjourned at 3:06 p.m.

The next meeting will be **Wednesday, November 12th, 2014 from 12:30-3:00**, at the Nebraska Children and Families Foundation.



**Nebraska Early Childhood Education Endowment
Board of Trustees
June 11, 2014
Minutes**

Welcome & introductions

The meeting of the Sixpence Board of Trustees was called to order at 11:50 p.m. on June 11, 2014, at Nebraska Children and Families Foundation, 215 Centennial Mall South, 2nd floor Conference Room, Lincoln.

Mel Clancy noted that the Open Meetings Act Information has been posted.

Members present: Mel Clancy, Emily Cluver (exited at 2:00pm, representing the CEO of the Nebraska Department of Health and Human Services), Melody Hobson (representing the Commissioner of Education), Beth Schuler, Jessie Rasmussen, and Helen Raikes (arrived at 12:42 pm).

Also in attendance: Amy Bornemeier (Sixpence Administrator), Karen Pinkelman (Sixpence TA Specialist), Mary Jo Pankoke (Nebraska Children), and Becky Veak (First Five Nebraska).

Approve May 14, 2014 minutes

A motion was made by Jessie Rasmussen to approve the minutes from the May 14th, 2014 meeting. Second by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Approve “full-day, full-year” definition

Per the Board’s request at the May 14th meeting, Amy Bornemeier presented several options to help define “full day, full year” for center-based programs to clarify the Sixpence Quality Criteria. The Board requested TA staff to obtain additional information on what current Sixpence centers are providing, and national best-practice recommendations. The Board discussed the history of currently funded programs and the feasibility of supporting center-based programs who currently operate less than Full-day, full-year.”

A motion was made by Jessie Rasmussen to defer making a decision regarding defining “full day, full year” until the next Board meeting. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Approve Revised Quality Indicators

Per the Board's request, Amy Bornemeier presented the Revised Quality Criteria and Indicators- Attachments A & B, which captured clarification provided in previous Board of Trustees meetings for the following Quality Criteria:

Attachment A & B-

- Developmental Screening and Assessment: children must be screened within 45 days of program entry, and at least every six months thereafter (per 2013 RFP)

Attachment A only-

- Staff/Child Ratio: Ratio is based on children in attendance; program staff have discretion to work outside of these ratios for brief periods, always insuring that safety of children is priority.

Attachment B only-

- Staff Qualifications: Any staff that does not have coursework related to infants or toddlers must complete training on the Nebraska Early Learning Guidelines Birth to Five (minimum of 14 hours by NDE approved training) within three years of hire.
- Caseload: at least 12, but no more than 20 children
- Supervision: HoVRS video can be used in lieu of one physical visit

Each grantee will receive a copy of the Revised Quality Criteria and Indicators with their '14-'15 Grant Award Letter.

A motion was made by Emily Cluver to approve the Revised the Quality Criteria and Indicators. Seconded by Jessie Rasmussen. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

Approve Crete's request to hire bilingual Home Visitor

The Board discussed Crete's request to hire a bilingual home visitor who is in the process of obtaining her Bachelor's degree. Crete included a detailed education and supervision plan. The Board discussed the need have flexibility in supporting communities in finding bilingual staff, yet recognizing the importance of meeting all Quality Criteria and Indicators.

A motion was made by Jessie Rasmussen to approve Crete's request with a clear expectation that TA monitors that she remains on track to graduate within the provided time table. Seconded by Mel Clancy. Voting yes: Jessie Rasmussen, Beth Schuler, Emily Cluver, and Mel Clancy. Voting No: Melody Hobson. Motion carried.

Approve requests to carry over funds

The Board discussed the Sixpence Carryover Policy, which states, "funds must be used for their original grant purpose" and that the "grantee must submit the request for carry over of funds with their Continuation plan at the end of the grant cycle or as an amendment to their Continuation plan within 45 days after the beginning of the Continuation grant period." Amy Bornemeier advised that the April due date of the Continuation plan/budget for the Board's approval at the May meeting makes it difficult for grantees to predict their carryover needs. The Board requested this policy to be reviewed at the next meeting. Amy Bornemeier also advised the Board that due to the second RFP being released mid grant cycle, cohort 3 grantees' Grant

Award Notification (GAN) period was only 6 months long (January 1, - June 30, 2014). Based on the guidance provided at the bidder's conference, this GAN included both their start up budget and 6 months of their operating budget. Amy Bornemeier advised that six months is not long enough to spend this down, as programs were only required to be serving children as of March 1, 2014, and the Board should expect numerous carry over requests from cohort 3 grantees. Due to the complexities of these carryover requests, the Board directed TA staff to develop a carryover request template for grantees to use in the future.

a. Kearney Center-Based Program-

The Board discussed KPS's \$8,500 request, which proposed carry over funds to be used for building modifications. The classroom currently has a wall that makes supervision of children difficult. Since it is in same line item, it would be allowable.

A motion was made by Beth Schuler to approve Kearney's full request to carry over funds for the identified purpose. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

b. Kearney Home-Based Program-

The Board discussed KPS's \$40,925 request, which proposed to use under-spent personnel funds for equipment and recruitment, which is not in line with the Sixpence Carryover Policy.

A motion was made by Jessie Rasmussen to deny the request, allowing Kearney to resubmit according to policy guidelines. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, and Mel Clancy. No opposition. Motion carried.

c. Grand Island Home-Based Program-

The Board discussed GIPS' \$60,000 carry over request, which included funds to purchase, modify, and furnish a home to provide their home visitors space for family engagement activities, and home visits, as many of their teen parents are identified as homeless. Karen Pinkelman informed the Board that the district had anticipated having space at the high school, which is no longer available due to a bond issue being passed. The Board concluded that purchasing a building is not in line with the Carryover Policy.

A motion was made by Melody Hobson to approve the request for materials, staff travel, and staff development, totaling \$15,866. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Emily Cluver, Helen Raikes and Mel Clancy. Abstaining: Beth Schuler. No opposition. Motion carried.

d. Scottsbluff Home-Based Program-

The Board discussed SPS's \$43,463 request to purchase a vehicle and to cover the cost of increasing the working hours of their home visitors from 35 to 40 hours per week. The Board concluded that purchasing a vehicle was not in line with the Carryover Policy.

A motion was made by Mel Clancy to approve the components of SPS's request for personnel/fringe to support the additional staffing hours, totaling \$5,738. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

Approve Continuation Grants and Supplemental Quality Improvement Mini-Grant Budgets

Karen Pinkelman and Amy Bornemeier provided the Board with a report of each grantee's program overview, highlights from the 2013-14 spring TA visit and Evaluation Report, as well as highlights from the 2011-2012 and 2012-13 grant years (as applicable) to provide a historical perspective. The Board discussed the guidelines for the Supplemental Quality Improvement Mini-Grants, which were "to increase quality and improve outcomes for children and families being served by the Sixpence grant." Specifically, "proposed activities and purchases must be based on meeting the TA/Evaluation-identified needs of: parent engagement space; equipment/materials/minor facilities modification; and/or professional development." Their Professional Development plan must include funds for home-based staff and their supervisor to attend the Nebraska Home Visiting Conference in Kearney in October and/or center-based staff to attend the Sixpence Center Based Teachers Networking Event in Lincoln in August. The Board acknowledged that several programs requested funds to purchase a vehicle or a building and expressed concern over sustaining the cost of vehicles/buildings and issues related to property ownership. The Board concluded that funds would not be granted for these purposes, and that minor facility modifications would be capped at \$20,000.

- a. **Alliance**— The program had high CLASS scores, however, the Board expressed concern that the children being served have few risk factors, and are being served in a part-day, part-year center-based program. The program is working on recruitment of higher risk children. They had no 2013-14 funding contingencies. They will receive additional technical assistance to help them meet the Quality Indicator of conducting and documenting home visits, using assessment data to create goal-based individualized lesson planning, and to improve children's language production. Their Mini Grant will be used for recruitment supplies, playground equipment, and attendance at national and local conferences.

A motion was made by Jessie Rasmussen to approve Continuation and Mini Grant funding. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- b. **Broken Bow**— This school district partners with two community agencies (CNCS and CPCS) to provide three home-based program options that work together as one. They had 2013-14 funding contingencies in the areas of Intensity and Duration of Services, Developmental Screening and Assessment, and Administration. Program staff have developed a structured process which includes a checklist with timeline and accountability between the three partnering agencies, and a supervision plan to address the contingencies. All Quality Indicators were being met at their 2014 spring TA visit. They will receive additional technical assistance to help them with using assessment data to create goal-based home visit plans, improve their HoVRS scores, and to improve children's language production. Their Mini Grant will be used for supplies for their new parent engagement space in the public library, and attendance at national and local conferences.

A motion was made by Beth Schuler to approve Continuation and Mini Grant funding. Seconded by Jessie Rasmussen. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- c. **Columbus**– This school district partners with Save the Children to offer an Early Steps to School Success home-based model. The Board expressed concern that their enrollment has consistently been lower than what was expected. The program has experienced turnover of their bilingual home visitor and have been challenged to find a qualified replacement. As a new program, they received their first TA visit this year, and will receive additional technical assistance to help them meet the Quality Indicators related to recruitment and retention of staff and families, with using assessment data to create goal-based home visit plans, and to improve children's language production. Their Mini Grant will be used for recruitment supplies, and indoor and outdoor equipment for their parent engagement space, and attendance at national and local conferences.

A motion was made by Jessie Rasmussen to approve Continuation and Mini Grant funding. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- e. **Crete**– This school district received an expansion grant in Cohort 2. This home-based model has changed slightly in that their new program supervisor also maintains a case load. Crete serves a population with multiple risk factors, and had no 2013-14 funding contingencies. All Quality Indicators were being met at their 2014 spring TA visit. They will receive additional technical assistance to help with using assessment data to create goal-based home visit plans, and to improve children's language production. Their Mini Grant will be used to purchase curriculum supplemental materials, equipment and furnishings for their new shared space with other community partners, and attendance at national and local conferences.

A motion was made by Beth Schuler to approve Continuation and Mini Grant funding. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- f. **Fremont**– This school district partners with Save the Children to offer an Early Steps to School Success home-based model. Fremont's staff had a high HoVRS score and already has a waitlist. As a new program, they received their first TA visit this year, and all Quality Indicators were being met. They will receive additional technical assistance to help them with using assessment data to create goal-based home visit plans, and to improve children's language production. Their Mini Grant will be used for equipment and supplies for their parent engagement and office space, and attendance at national and local conferences.

A motion was made by Helen Raikes to approve Continuation and Mini Grant funding. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- g. **Kearney**– As a new grantee, their center-based program received their first TA visit this year, and will receive additional technical assistance to help them meet the Quality Indicators related to licensing, individualized lesson planning, ASQ/child files, and improving their ITERS score. They will also receive additional technical assistance to help them with using assessment data to create goal-based individualized lesson planning, and to help them improve children's language production. Kearney has been challenged to meet the 225 day calendar, which was proposed in their application. Their center-based Mini Grant will be used for minor facilities modifications and indoor and

outdoor equipment for their parent engagement space, contracting with a local quality improvement coach, and attendance at national and local conferences, as well as substitute time. The Board expressed concern about the amount of Quality Indicators not being met. Continuation funding approval was considered with the contingency that progress towards meeting all Sixpence Quality Indicators is evidenced at a follow-up TA visit. It was suggested that Kearney could be awarded half of the Mini Grant funding now, and the Board could consider awarding the other half at the November meeting, after the follow up TA visit.

Kearney's partners with Save the Children to offer an Early Steps to School Success home-based model. As a Cohort 3, their home-based program did not receive a formal TA visit, but Sixpence TA staff met with that program's staff. The Board expressed concern that they were only serving 1 family after being in operation for three months. In conjunction with their center-based Mini Grant funds, Kearney's home-based Mini Grant will be used for minor facilities modifications and indoor and outdoor equipment for their parent engagement space, and attendance at national and local conferences. They will receive additional technical assistance to help them with recruitment, with using assessment data to create goal-based home visit plans, as well as insuring they are meeting all of the Family Engagement Quality Indicators.

A motion was made by Helen Raikes to approve their center-based Continuation funding, contingent upon Kearney's progress towards meeting all Quality Indicators, and only half of the Mini Grant funding (for both of their program options), with the other half considered after the Board receives a report in November that progress is evidenced. Seconded by Emily Cluver. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Emily Cluver, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- h. **Lexington**– This school district partners with Save the Children to offer an Early Steps to School Success home-based model. Both of their home visitors are bilingual. As a new program, they received their first TA visit this year, and will receive additional technical assistance to help them meet the Quality Indicators related to compliance with Results Matters GOLD assessment data entry, with using assessment data to create goal-based home visit plans, and to help them improve children's language production. Their Mini Grant will be used for equipment and supplies to support parent engagement, and attendance at national and local conferences. Their Mini Grant application included funds to purchase a van, which the Board determined was not an allowable expense. Lexington could resubmit a budget, reallocating those funds.

A motion was made by Helen Raikes to approve Continuation and Mini Grant funding excluding a van. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant Guidelines and resubmit. Seconded by Mel Clancy. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- i. **Loup City**– This school district received an expansion grant in Cohort 2. They partner with CNCS to provide an EHS home-based model. They had no 2013-14 funding contingencies, however, the Board expressed concern that the children being served have few risk factors. All Quality Indicators were being met at their 2014 spring TA visit. They will receive additional technical assistance in the areas of documenting case/child file reviews, with using assessment data to create goal-based home visit plans, and improving children's language production. Their Mini Grant will be used for minor

facilities modification, and indoor and outdoor equipment/supplies for their parent engagement space at CNCS, as well as attendance at national and local conferences.

A motion was made by Helen Raikes to approve Continuation and Mini Grant funding with a limit of \$20,000 for minor facilities modifications. The program may allocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant Guidelines and resubmit. Seconded by Jessie Rasmussen. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- j. **Lincoln**– This school districts employees both home-based and center-based program staff. In addition, LPS received an expansion grant in Cohort 2, and are now partnering with Cedars to provide another home-based program, and with Educare for another center-based program.
- **Student Child Learning Centers:** This program offers center-based services to teen parents within 4 high schools. They had 2013-14 funding contingencies related to the Sixpence Quality Indicators of Supervision, Developmental Screening and Assessment, and Administration. Accountability systems have been put into place and all Quality Indicators were being met at their 2014 spring TA visit, with high ITERS scores. They will receive additional technical assistance to help them improve children's language production. Their Mini Grant will be used for iPads, curriculum support materials, significant outdoor playground improvements, as well as local professional development opportunities, and substitutes.
 - **Student Parent Advocates (home-based) Program** (formerly known as PACT): All Quality Indicators were being met at their 2014 spring TA visit, with high HoVRS scores. They had no 2013-14 funding contingencies. They will receive additional technical assistance to help them with using assessment data to create goal-based home visit plans, case/child files review documentation, and improving children's language production. Their Mini Grant will be used for family engagement/parent education materials and activities, including internet "hot spots," documentation software and a technology coach, as well as attendance at national and local conferences.
 - **Cedars:** As a new program, they received their first TA visit this year, and all Quality Indicators were being met. The budget only covers the direct cost of the home visitor. LPS and Cedars were encouraged to collaborate to offer more streamlined services between the two home-based options. They will receive additional technical assistance to help them with using assessment data to create goal-based home visit plans, and to improve children's language production. Their Mini Grant will be used for family engagement materials and activities, including internet "hot spots," as well as attendance at national and local conferences.
 - **Educare:** As a new program, they received their first TA visit this year, and will receive additional technical assistance to help them meet the Quality Indicator related to ITERS Personal Care Subscale, using assessment data to create goal-based individualized lesson planning, and improving children' language production. Clarification regarding ratios and use of substitutes was provided. They have struggled with staff turnover and consistently following Sixpence ratio. LPS and Educare were encouraged to collaborate to offer more streamlined professional

development opportunities between the two center-based options. Their Mini Grant will be used for hiring temporary two part time teachers to meet the classroom ratio while a more permanent solution is explored. These staff will become subs after the funding is over. The Mini Grant will also be used to purchase curriculum materials, as well as local professional development opportunities.

A motion was made by Jessie Rasmussen to approve all Continuation and Mini Grant funding. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, and Mel Clancy. No opposition. Motion carried.

- k. **Plattsmouth**– This school district's home-based program partners with a local child care center to offer weekly parent education/engagement opportunities called Play and Learn. Plattsmouth had 2013-14 funding contingencies related to the Sixpence Quality Indicators of Supervision and Family Partnership Agreements. The program's new supervisor and new home visitor put accountability systems, like Visit Tracker software, into place and all Quality Indicators were being met at their 2014 spring TA visit. They will receive additional technical assistance to help them with using assessment data to create goal-based home visit plans, and improving children's language production. Their Mini Grant will be used to build onto their community's playground to provide safe space appropriate for infants and toddlers to use for family engagement opportunities, and local professional development opportunities.

A motion was made by Jessie Rasmussen to approve Continuation and Mini Grant funding. Seconded by Mel Clancy. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- l. **Schuyler**– This school district partners with two different agencies: Save the Children to offer an Early Steps to School Success home-based model, and CNCS to offer an EHS home-based model. Each agency provides different and separate programs and Schuyler Public Schools was encouraged to have the agencies collaborate to offer more streamlined services, such as parent education/engagement activities between the two home-based options. The Board would like to see a progress report that they are working together to collaborate. As a new program, they received their first TA visit this year, and all Quality Indicators were being met. They will receive additional technical assistance to help them with using assessment data to create goal-based home visit plans, case/child files review documentation, and improving children's language production. Their Mini Grant will be used for an Early Childhood Fair to help with recruitment, additional infant/toddler playground equipment at SPS for parent engagement activities, minor facilities modification for parent engagement activities, as well as attendance at national and local conferences.

A motion was made by Melody Hobson to approve Continuation and Mini Grant funding. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- m. **Scottsbluff**– This program's home-based application was written using incorrect guidelines and as such, have 2 of their 3 home visitors with an associate's degree, identifying that they would all have qualifying bachelor's degrees within three years of funding. The Board discussed making the Continuation funding contingent upon following through with that plan. As a new program, they received their first TA visit this year, and will receive additional technical assistance to help them meet the Quality

Indicators related to Staff Qualifications, using assessment data to create goal-based home visit plans, and to help them improve children's language production. Their Mini Grant will be used for recruitment and parent engagement materials and indoor and outdoor equipment, minor facilities modifications for a larger activities room at the elementary school, as well as attendance at national and local conferences.

A motion was made by Beth Schuler to approve their Mini Grant and Continuation funding contingent upon submitting a detailed plan for their Home Visitors to obtain their qualifications within the three years from the date the Board approved their grant, which was June, 2013. Seconded by Helen Raikes. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- n. **Omaha**– This school district partners with Educare to operate its center-based program, and received an expansion grant in Cohort 2. They had 2013-14 funding contingencies related to the Sixpence Quality Indicators of Staff Qualification, Staff-Child Ratio and ITERS scores. Accountability systems have been put into place and all Quality Indicators were being met at their 2014 spring TA visit. They had higher than Sixpence average CLASS scores, retention rate, and family risk factors. They will receive additional technical assistance in the areas of using assessment data to create goal-based individualized lesson planning, and to help them improve children's language production. Their Mini Grant will be used for improved classroom technology access, including iPads, classroom materials/supplies, as well as attendance at national and local conferences.

A motion was made by Melody Hobson to approve Continuation and Mini Grant funding. Seconded by Mel Clancy. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- o. **Umo'Ho' Nation**– This program offers center-based services to teen parents within its high school. They had 2013-14 funding contingencies related to the Sixpence Quality Indicators of Classroom Practices, Developmental Screening and Assessment, and Evaluation. Accountability systems have been put into place to address Classroom Practices and Evaluation, however, they will continue to receive additional technical assistance to help them meet the Quality Indicator related to Developmental Screening and Assessment. Umo'Ho' Nation will also receive technical assistance in using assessment data to create goal-based individualized lesson planning, case/child files review documentation, and to help them improve children's language production. Their Mini Grant will be used for classroom supplies, indoor and outdoor equipment, as well as attendance at national and local conferences, and substitutes. The Board expressed concern over a teacher desk to be purchased for the classroom and encourage them to reconsider, as this interferes with teacher-child interactions. Their Mini Grant application included funds to purchase a van, which the Board determined was not an allowable expense. Umo'Ho Nation could resubmit a budget, reallocating those funds.

A motion was made by Helen Raikes to approve Continuation and Mini Grant funding excluding a van. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- p. **Santee**— This program offers center-based services to teen parents in a modular across the street from the school, however there are plans to relocate within its high school. The program has experienced instability over the last year. The community's tribal child care center lost its director and would've closed, had the school district not decided to move their Sixpence program into that space, assigning the Sixpence Lead Teacher as the Center Director. This kept the center open, and a needed community service available, while attempting to improve the program's quality. Santee applied for a Sixpence expansion grant, but did not receive funding due to concerns about the programs' ability to meet Sixpence Quality Criteria. Lacking the supports and funding it needed to improve quality, the school district, the tribe, and Head Start were able to create a plan to sustain the child care program, and moved the Sixpence program back into the modular. Shortly after, the school district experienced a 100% administrative staff turnover. During these 5 months, Sixpence Quality Criteria were not met, which was evidenced at the 2014 spring TA visit. Santee had 2013-14 funding contingencies related to the Sixpence Quality Indicators of Supervision, and Developmental Screening and Assessment. They will receive intensive technical assistance to help them meet the Quality Indicators related to Supervision, Classroom Practices, Inclusive Practices. Santee will also receive technical assistance in using assessment data to create goal-based individualized lesson planning, case/child files review documentation, and to help them improve children's language production. Their Mini Grant was created by an interim superintendant and lacked budget detail. It will be used for classroom materials, new playground area, minor facilities modifications, as well as attendance at national and local conferences, and substitutes. Given the number of Sixpence Quality Indicators not being met, the Board discussed the need to reallocate an additional \$10,000 be used for staff development.

A motion was made by Jessie Rasmussen to approve Continuation and Mini Grant funding with \$10,000 reallocated from materials/supplies to be used for staff development. Program staff must work closely with TA when finalizing a detailed budget. Seconded by Mel Clancy. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- q. **Walthill**— This program offers center-based services to teen parents in a modular behind the school. Walthill had 2013-14 funding contingencies related to the Sixpence Quality Indicators of Supervision, Classroom Practices and Curriculum, and Administration. They will receive intensive technical assistance to help them meet the Quality Indicators related to Supervision, Family Involvement, Classroom Practices- Curriculum/Lesson Planning, GOLD Assessment, and ITERS, Developmental Screening and Assessment, and Evaluation. Walthill will also receive technical assistance in using assessment data to create goal-based individualized lesson planning, case/child files review documentation, and to help them improve children's language production. Their Mini Grant will be used for classroom supplies, indoor and outdoor equipment, minor facilities modifications, as well as attendance at local conferences, and substitutes. Given the number of Sixpence Quality Indicators not being met, the Board discussed the need to reallocate an additional \$10,000 be used for staff development.
- A motion was made by Melody Hobson to approve Continuation and Mini Grant funding with \$10,000 reallocated from materials/supplies to be used for staff development. Program must work closely with TA when finalizing a detailed budget. Seconded by Mel Clancy. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

- r. **York**– This school district offers home-based programming to the community, and has a unique partnership with the York Women’s Correctional Facility Nursery. They received an expansion grant in Cohort 2, however, the Board expressed concern that York has not served additional children with the increased funding. They have a new supervisor, who does not carry a case load. York had no 2013-14 funding contingencies, and all Quality Indicators were being met at their 2014 spring TA visit. They will receive additional technical assistance to help with using assessment data to create goal-based home visit plans, and to improve children’s language production. With no dedicated family engagement/parent education space, their Mini Grant was submitted with three different plan options to obtain a new space, all exceeding the \$20,000 minor facilities modifications cap. In addition, their Mini Grant designated funds for materials/supplies at the York Women’s Correctional Facility Nursery. Neither plan included a detailed budget. The program allocated no funds to support professional development through the Mini Grant.

A motion was made by Melody Hobson to approve Continuation funding, contingent upon serving 45 children in accordance with their expansion grant. Mini Grant funding shall be approved with a limit of \$20,000 for minor facility modifications. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit a detailed budget. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes and Mel Clancy. No opposition. Motion carried.

Approve Supplemental Quality Improvement Mini-Grant Budgets

- a. **Aurora**– This school district partners with CNCS to provide an EHS home-based model, with office space at Edgerton Exploratory Center, but no dedicated family engagement/parent education space. Their Mini Grant will be used for family engagement/parent education supplies, playground equipment and a shed at Edgerton, and local professional development opportunities. Their Mini Grant application included funds to purchase a car, which the Board determined was not an allowable expense.

A motion was made by Jessie Rasmussen to approve their Mini Grant funding excluding a car. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit. Seconded by Helen Raikes. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

- b. **Central City**– This school district partners with CNCS to provide an EHS home-based model, with office space at a community building, but no dedicated family engagement/parent education space. Their Mini Grant will be used for supplies for family engagement, and local professional development opportunities. Their Mini Grant application included funds to purchase a car, which the Board determined was not an allowable expense.

A motion was made by Melody Hobson to approve their Mini Grant funding excluding a car. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

- c. **Falls City**– This school district provides a home-based program with office space in a school owned building in the community. Their Mini Grant will be used for supplies and minor facilities modifications for their parent engagement/education space, and infant/toddler equipment at their community playground for parent engagement activities, as well as attendance at national and local conferences.

A motion was made by Melody Hobson to approve their Mini Grant funding. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

- d. **Grand Island**– This school district partners with HSHN to provide a home-based program for the teen parents at GIPS. The program has office space at a community building, but no dedicated family engagement/parent education space. Their Mini Grant will be used for supplies and minor facilities modifications for their parent engagement/education space, exceeding the \$20,000 cap, and very few dollars towards professional development. The Board clarified that funds cannot be used to purchase the building, but can be used for minor facilities modifications.

A motion was made by Melody Hobson to approve their Mini Grant funding with a limit of \$20,000 for minor facility modifications. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant, preferably professional development, and resubmit. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Helen Raikes, and Mel Clancy. Abstaining: Beth Schuler. No opposition. Motion carried.

- e. **Humboldt Table Rock Steinhauer**– This school district partners with SENCA to provide a home-based program. The program has office space at SENCA, but no dedicated family engagement/parent education space. Their Mini Grant application included funds to purchase a building, which the Board determined was not an allowable expense. HTRS could resubmit a budget, reallocating those funds. Very few dollars were allocated towards professional development.

A motion was made by Melody Hobson to approve their Mini Grant funding excluding the purchase of a building. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

- f. **St. Paul**– This school district partners with CNCS to provide an EHS home-based model, with office space at a community building. Their Mini Grant will be used for family engagement/parent education supplies/materials, and for the early childhood playground at SPPS. Their Mini Grant application included funds to purchase a car, which the Board determined was not an allowable expense. St. Paul could resubmit a budget, reallocating those funds.

A motion was made by Melody Hobson to approve their Mini Grant funding excluding a car. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

- g. **Winnebago**– This school district partners with Educare to operate its center-based program, which is projected to open its Sixpence classrooms in August. The delay in opening was first due to construction, then due to lack of qualified applicants. Winnebago had to reassign some teachers and wait until their contract year started to add additional days. The Board previously approved this new start date. Their Mini Grant budget includes iPads and parent engagement materials, as well as local professional development opportunities, including site visits to the Educare programs in Lincoln and Omaha, and substitute coverage.

A motion was made by Melody Hobson to approve Mini Grant funding. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

- h. **Ord**– This school district partners with CNCS to provide an EHS home-based model, with office space in a shared modular across from the school. CNCS purchased a new modular and their Mini Grant will be used to modify the space, purchase family engagement supplies, and local professional development opportunities. Their Mini Grant application included funds to purchase a car, which the Board determined was not an allowable expense. Ord could resubmit a budget, reallocating those funds.

A motion was made by Melody Hobson to approve their Mini Grant funding excluding the purchase of a building. The program may reallocate funds to another activity within the Sixpence Supplemental Quality Improvement Mini-Grant and resubmit. Seconded by Beth Schuler. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

Approve Press Release for Continuation Grants and Mini-Grants

A motion was made by Jessie Rasmussen to approve a press release on the approved Continuation funding. Seconded by Melody Hobson. Voting yes: Jessie Rasmussen, Melody Hobson, Beth Schuler, Helen Raikes, and Mel Clancy. No opposition. Motion carried.

Beth Schuler's letter regarding term ending December 2014

Beth Schuler provided the Board with a letter stating she was not seeking reappointment to the Board when her term is up at the end of this year. Discussion was held surrounding the appointment process. Mel Clancy provided a letter to the Governor's office, informing them of the upcoming opening. It was also noted that Jessie Rasmussen's term is up as of December 2014, and she should notify the Governor's office of her intent to be re-appointed.

The meeting ended with a ***motion to adjourn*** by Beth Schuler. Seconded by Melody Hobson. Voting yes: Melody Hobson, Mel Clancy, Beth Schuler, Helen Raikes, and Jessie Rasmussen. No opposition. Motion carried. The meeting adjourned at 3:14 p.m.

The next meeting will be **Wednesday, September 17th, 2014 from 1:00-3:00**, at the Nebraska Children and Families Foundation.



**Nebraska Early Childhood Education Endowment
Board of Trustees
May 14, 2014
Minutes**

Welcome & introductions

The meeting of the Sixpence Board of Trustees was called to order at 1:09 p.m. on May 14, 2014, at Nebraska Children (NC), 215 Centennial Mall South, 2nd floor Conference Room, Lincoln.

Mel Clancy noted that the Open Meetings Act Information has been posted.

Members present: Mel Clancy, Trisha Kingsley (representing the CEO of the Nebraska Department of Health and Human Services), Melody Hobson (representing the Commissioner of Education), and Beth Schuler, and Jessie Rasmussen.

Also in attendance: Amy Bornemeier (Sixpence Administrator), Karen Pinkelman (Sixpence TA Specialist), Betty Medinger (Nebraska Children), and Becky Veek (First Five Nebraska)

Approval of March 12, 2014 minutes

A motion was made by Melody Hobson *to approve* the minutes from the March 12th, 2014 meeting. Noting two corrections; the addition to Beth Schuler's name being added as voted for to specific items, and providing additional clarity to the Quality Criteria regarding ratio (staff-to-child ratio is based on children in the group at that moment.) Second by Jessie Rasmussen. Voting yes: Trisha Kingsley, Melody Hobson, Beth Schuler, and Mel Clancy. No opposition. Motion carried.

At the next Board meeting, Amy Bornemeier will present the revised Quality Criteria- Attachments A & B, to reflect all clarification/edits which the Board has discussed/approved since their last revision. The revised documents will be included with the Continuation Grant Award Letters.

Status report on 25 grantees

Amy Bornemeier distributed and reported on the updated status of all grantees. Currently, Cohorts 1 and 2 are serving 567 children. (Cohort 3 began on March 1st), Amy stated some Cohort 3 grantees are low as they have only been serving children a couple of months. When

every program is full Sixpence funding will enable just under 700 infants, toddlers, and their families will be served.

Columbus Public Schools consistent low numbers were noted as a concern. It was discussed that Columbus Public Schools lost their bi-lingual home visitor early in the fall and waited to get the right applicant to best meet the needs of the program. They were able to hire another bi lingual educator this spring.

Jessie Rasmussen noted some of the Home Visitation Programs were more expensive than center based programs. Also noted was a big cost discrepancy between home visitation programs. Home visitation programs should be able to serve more children for the same amount of money than center-based programs. The Board expressed interest in continuing to discuss cost-per-child models.

Consideration of Kearney's request to modify their calendar/model

Amy Bornemeier referenced Kearney's request to amend their grant to offer services 4.5 days/week during the school year only. Kearney originally requested \$150,000 to serve 8-12 toddlers, however the current space will only would allow eleven. Kearney Public Schools was awarded \$125,000 to serve 8-12 children, full year, Monday-Friday. Amy also presented a table comparing all Sixpence center-based programs for reference.

The Board acknowledged the challenges KPS presented and affirmed its desire to find balance between being fair, and responding to the unique needs of a grantee/community. The Board raised concerns that the proposal reflects convenience for the grantee, rather than the best interest for their families, as was addressed in their grant application, which stated "a serious need to provide quality, full-day, full-year, intensive services to children between the ages of 18 months and 3 years who are from high needs families." The Board re-affirmed their commitment to offer new funding to programs which operate year-round. Sixpence Access Expansion Grants RFP stated, "Services must be provided year round. If an application includes center-based programs they must be full-day services or that applicant must demonstrate why full-day services are not necessary in the geographic area that is being served."

A motion was made by Jessie Rasmussen for Kearney Public Schools to honor their current agreement and finish out the grant year serving children five days/week. Changes to their model can be addressed in their Continuation Budget, however, the Board encourages KPS to submit a \$125,000 Continuation Budget that reflects how KPS will meet Quality Criteria for Programs Serving Groups of Children, which includes "Program must offer services on a full-day, full-year basis." If KPS can evidence, through community needs assessment data, that there is no need for year-round center-based programming, KPS can submit a \$75,000 Continuation Budget to reflect how KPS will meet Quality Criteria for Programs Serving Groups of Children, to serve 8 children less than full-day/full-year. Seconded by Beth Schuler. Voting yes: Melody Hobson, Mel Clancy, Tricia Kingsley, Beth Schuler and Jessie Rasmussen. No opposition. Motion carried.

Consideration of York's request to carry over funds

Amy Bornemeier referenced York's request to carry over funds to be used for a storage shed.

The Board raised concerns on how much was being designated for a shed and concrete, and that the breastfeeding support services was an important community outreach component of their expansion grant. The Board recommended TA take these concerns up with York and for them to advise York on alternatives to using the funds.

Mel Clancy motioned to approve York's request with the stipulation that YPS consult with Sixpence TA to best utilize funds for a more permanent storage solution, while keeping the breastfeeding support services, and that if Sixpence TA encounters any problems, to report back to the Board. Seconded by Melody Hobson. Voting yes: Melody Hobson, Mel Clancy, Tricia Kingsley, Beth Schuler and Jessie Rasmussen. No opposition. Motion carried.

Update on Endowment financials

Current Sixpence cash balances from:

- Endowment Cash Fund \$2,021,757.97
- From General Funds \$634,287
- Lottery funds \$0

Mel Clancy noted there were enough funds to handle current TA and Evaluation budgets.

Approve guidelines for Sixpence Supplemental Quality Improvement Mini-Grants

Amy Bornemeier highlighted the unobligated Sixpence Funding Estimate for 2013-2014 and 2014-2015, estimating that \$634,287 x two years (plus \$150,000 from Winnebago's unused award) makes \$1,418,574 available for one-time distribution through the Sixpence Supplemental Quality Improvement Mini-Grants, to be expended by June 30, 2015.

Per the Board's request, Sixpence TA presented a *Guidelines for Determining Funding Allotment* rubric, *Guidelines for Funding Use*, and individual grantee *TA/Evaluation Recommendations for Use of Supplemental Quality Improvement Mini-Grants*.

Amy explained the rubric rationale, which includes recognizing that cohort one grantees are underfunded, considering the number of children served, space issues, and TA and professional development needs identified through monitoring and evaluation. Amy also noted that school districts serving children and families on Reservations received bonus points based on their high individual needs.

Amy explained that the *Guidelines for Funding Use* describes the process for districts to submit a Supplemental Quality Improvement Mini-Grant budget and detailed narrative by June 2, 2014. The purpose of the Mini-Grant is to increase quality, and improve outcomes for children and families begin served by the Sixpence grant. The proposed activities and purchases must be based on meeting the TA Monitoring/Evaluation identified needs of: parent-child engagement space; equipment/materials/minor facilities modification; and/or professional development.

Motion was made by Jessie Rasmussen to approve the process, funding guidelines, recommendations, and the timeline of the grant, Seconded by Tricia Kingsley. Voting yes: Melody Hobson, Mel Clancy, Tricia Kingsley, Beth Schuler and Jessie Rasmussen. No opposition. Motion carried.

Monitoring Update- Scottsbluff's approved grant

Amy Bornemeier explained that through monitoring, it was discovered that the Scottsbluff application indicated a plan to be in compliance with the Home Visiting staff qualification criteria of having a bachelor's degree within 3 years, as stated in the proposed Quality Enhancement Grant Quality Criteria for Family Engagement Programs, Attachment B. It was discovered that this Quality Criteria was available on the Sixpence website, and that is what Scottsbluff Public Schools referenced when writing their application. This document was immediately removed and Karen Pinkelman spoke with SPS about the time line their current teachers were on regarding obtaining a bachelor's degree. District administrators were unaware of this requirement, and are working with their staff to find a solution. Sixpence TA will continue to work with SPS to insure they adhere to their grant agreement.

Clarify Quality Criteria

Karen Pinkelman reported that all new Home Visiting Specialists have either completed the Home Visiting Core Practices and Principles online modules, or are scheduled to complete it over the summer. Karen is facilitating the study group calls.

Amy Bornemeier asked for clarification around the following Quality Criteria Indicators for Family Engagement Programs:

- "Training- Home Visiting Core Practices and Principles online modules and Sixpence study group within two years of hire." Technical Assistance wondered if the indicator should be changed to "within one year of hire."
The Board clarified that maintaining the two years allows all programs to come into compliance. The Board encouraged TA staff to recruit new home visitors and offer the study group in a timely manner.
- "The ratio of supervisors is 1:6 or sufficient enough to provide on-going individual support."
The Board clarified that as long as the supervisor was able to meet all other indicators of Attachment B, this ratio is flexible.

Update on EHS-CC Partnership Grant

Amy Bornemeier informed the Board that she had been invited by Joan Luebbers, NE Head Start State Collaboration Office Director, and attended a meeting sponsored by the Build Initiative regarding the EHS-Child Care Partnership Grant. Amy's role is to support partnership development with interested applicants and has co-presented two webinars with Joan. Amy asked the Board if they had questions. Mel Clancy thanked her for her attendance to this matter.

Request to Change September Board Meeting Date

Barb Jackson requested to move the September Board Meeting date to September 17th so she could present evaluation data to the Board.

Motion by Melody Hobson to move the date of the September Board Date to September 17th second Tricia Kinsley. Voting yes: Melody Hobson, Mel Clancy, Tricia Kingsley, Beth Schuler and Jessie Rasmussen. No opposition. Motion carried.

Mel Clancy expressed the Board's desire to have future discussions regarding the Board defining *full day* and *full year*, and child ratios for centers. Also noted was the need to discuss members whose terms will be up this December.

The meeting ended with a *motion to adjourn* by Beth Schuler. Seconded by Melody Hobson. Voting yes: Melody Hobson, Mel Clancy, Tricia Kingsley, Beth Schuler and Jessie Rasmussen. No opposition. Motion carried. The meeting adjourned at 2:26p.m.

The next meeting will be **Wednesday, June 11, 2014 from 11:30-3:00 with lunch provided**, at the Nebraska Children and Families Foundation.



**Nebraska Early Childhood Education Endowment
Board of Trustees
March 12, 2014
Minutes**

Welcome & introductions

The meeting of the Sixpence Board of Trustees was called to order at 1:05 p.m. on March 12, 2014, at the Nebraska Children and Families Foundation (NCFF), 215 Centennial Mall South, 2nd floor Conference Room, Lincoln.

Mel Clancy noted that the Open Meetings Act Information has been posted.

Members present: Mel Clancy, Trisha Kingsley (representing the CEO of the Nebraska Department of Health and Human Services), Melody Hobson (representing the Commissioner of Education), and Beth Schuler, Helen Raikes (joined at 2:10 pm), and Jessie Rasmussen.

Also in attendance: Amy Bornemeier (Sixpence Administrator), Karen Pinkelman (Sixpence TA Specialist), and Betty Medinger (Nebraska Children), Greg Prochazka (Nebraska Department of Education), Barb Jackson, (UNMC/MMI).

Approval of January 8, 2014 minutes

A motion was made by Melody Hobson *to approve* the minutes from the January 8, 2014 meeting. Second by Jessie Rasmussen. Voting yes: Trisha Kingsley, Melody Hobson, Beth Schuler, and Mel Clancy. Abstaining: Helen Raikes. No opposition. Motion carried.

Status report on 25 grantees

Amy Bornemeier distributed and reported on the updated status of all grantees. Currently, Cohorts 1 and 2 are serving 496 children. When all programs are fully running (Cohort 3 began on March 1st), just under 700 infants, toddlers, and their families will be served through Sixpence funding.

Approve request from Winnebago to amend grant implementation timeline

Amy Bornemeier referenced the copy of Winnebago's request to amend their grant implementation deadline, which was previously extended to March 1, 2014. Winnebago Public School reports that the Educare building is still not open, and although they have interviewed

and offered positions to potential teachers, they have not been successful in staffing the program. They have a plan to transfer qualified teachers from the elementary school and hire the remaining qualified personnel hired by August 1, 2014. They wish to have their grant start date postponed until then, as they believe the Sixpence Grant will greatly benefit the children and families in the community.

A motion was made by Beth Schuler to extend Winnebago's grant implementation timeline to August 1, 2014. Seconded by Melody Hobson. Voting yes: Mel Clancy, Tricia Kingsley, Melody Hobson, and Helen Raikes. No opposition. Motion carried.

Update on Endowment financials

Current Sixpence cash balances from:

- Endowment Cash Fund \$1,798,921.82
- From General Funds \$3,950,788.93
- Lottery funds \$124,571.88

Greg Prochazka presented a new spreadsheet format highlighting the unobligated Sixpence Funding Estimate for 2013-2014, estimating that \$634,287 (plus \$150,000 from Winnebago's unused award) is available for distribution. Greg will continue to track and report expenditures in the existing format, and will also include the new spreadsheet to track unobligated funds.

Discuss options for remaining unawarded dollars

Possible scenarios for distributing the remaining unobligated funds were discussed, which must be used by the end of the biennium. The Board concurred that the available funds should be used for one time grants to enhance existing programming, and improve outcomes for children and families.

The Board directed Amy Bornemeier and Karen Pinkelman to design funding guidelines and protocol based on common TA trends, program needs, and evaluation outcomes. The recommended guidelines and protocol will be presented at the May 14th board meeting.

Follow up from request at January 8, 2014 meeting "to compile some information on salaries, benefits, and length of program year"

Per the Board's request on January 8, 2014, Amy Bornemeier shared a spreadsheet comparing teacher/homevisitor salary based on contracted days by grantee/employer. The Board discussed that the information was insightful, and while there is considerable inequity in pay, it is not within the purview of Sixpence to regulate employment policy. Several considerations of the pay differential were discussed, such as the bargaining process for public schools, wages being dependent on the market, and the location.

Clarify Quality Criteria for Programs Serving Groups of Children Including Child Care (Attachment A) Ratios

The intention of group size and staff ratio criteria was discussed. Historically, programs have been assessed as “criteria not met” during monitoring visits if the ratio was not met during all portions of the day, regardless of the center’s structure citing “core hours.” The Board concurred that there needs to be three staff members in rooms serving infants during the entire day, but that staff should exercise judgment when brief periods of time when staff need to get supplies or use the restroom.

Consider recommendations for adjusting the PPVT schedule and replacing the HOME Survey with the Friends Protective Factors Survey

Barb Jackson from the Munroe Meyer Institute requested the board to consider recommendations for adjusting the PPVT schedule to align with Educare and Save the Children, to reduce the assessment burden. She also asked the board to consider replacing the HOME Survey with the Friends Protective Factors Survey.

A motion was made by Helen Raikes to approve the recommendations as outlined by Barb Jackson for adjusting the PPVT schedule to administer one time when the enrolled child turns three. Also, for the Friends Protective Factors Survey to replace the current HOME survey with the exceptions that items from HOME survey, not covered in the Friends Survey, be included on the Friends Survey. Seconded by Jessie Rasmussen. Voting yes: Mel Clancy, Tricia Kingsley, Melody Hobson, Jessie Rasmussen and Helen Raikes. No opposition. Motion carried.

The evaluation team will implement these changes in the next assessment cycle.

Consider request to amend Quality Criteria for Family Engagement Programs (Attachment B) to include annual HoVRS video (30 minutes), and group parent education opportunities as meeting the Supervision Quality Indicator

Amy Bornemeier asked the board to consider amending the Quality Criteria for Family Engagement Programs (Attachment B) Supervision Quality Indicator, as requested by several Sixpence Supervisors. Specifically, that the annual HoVRS videotape, and group parent education opportunities/socializations be allowed to count towards accompanying the Home Visiting Specialist on a personal visit.

A motion was made by Jessie Rasmussen to approve the use and review of the HoVRS video to count as one personal visit for the purpose of supervision, but to deny the use of groups in place of accompanying on a personal visit. Seconded by Melody Hobson. Voting yes: Mel Clancy, Tricia Kingsley, Melody Hobson, and Helen Raikes. No opposition. Motion carried.

The meeting ended with a *motion to adjourn* by Melody Hobson. Seconded by Beth Schuler. Voting yes: Melody Hobson, Mel Clancy, Helen Raikes, Tricia Kingsley, Beth Schuler and Jessie Rasmussen. No opposition. Motion carried. The meeting adjourned at 3:05 p.m.

The next meeting will be **Wednesday, May 14, 2014 from 1:00-3:00**, at the Nebraska Children and Families Foundation.



**Nebraska Early Childhood Education Endowment
Board of Trustees
January 8, 2014
Minutes**

Welcome & Introductions

The meeting of the Sixpence Board of Trustees was called to order at 1:00p.m. on January 8, 2014, at the Nebraska Children and Families Foundation (NCFF), 215 Centennial Mall South, 2nd floor Conference Room, Lincoln.

Mel Clancy noted that the Open Meetings Act Information has been posted.

Members present: Mel Clancy, Emily Kluver (representing the CEO of the Nebraska Department of Health and Human Services), Melody Hobson (representing the Commissioner of Education), and Helen Raikes. Jessie Rasmussen and Beth Schuler were absent.

Also in attendance: Amy Bornemeier, Karen Pinkleman (Sixpence Administrators), Kelly Medwick, and Mary Jo Pankoke from NCFF; Becky Veak and Jen Goettemoeller (meeting recorder) from First Five Nebraska. Kathleen Feller, public citizen, also attended.

A motion was made by Melody Hobson *to approve the minutes from the November 13 and November 22, 2013, meetings*. Second by Emily Kluver. Voting yes: Mel Clancy, Emily Kluver, Melody Hobson, Helen Raikes. No opposition. Motion carried.

Status Report on 25 Grantees

Amy distributed and reported on a summary of all 29 grants, showing the model, number of children served, and grant amounts (by cohort). When all programs are up and fully running (by March 1), just under 700 infants and toddlers and their families will be served and funded through Sixpence. This total does not reflect other children who are served in the programs (and meet Sixpence standards), but not paid for with Sixpence funds.

Amy updated the Trustees on the Santee program, who is returning to their original location across from the school "Growing Together," after having moved the program down the street to "Takoja Tipi" childcare. The school had been asked to assume management of the childcare program because of a lack of a qualified director, to avoid closure of the childcare program. The building which houses Takoja Tipi and the direct care staff are tribal, and this partnership was not able to maintain Sixpence Quality Indicators.

Update on Endowment financials

Amy gave a brief overview of the financials. The cash balance available for 2014-15 activities is \$2,311,577.96, but the trustees requested that Greg Prochaska from the Department of Education come to their next meeting to outline the financials in greater detail.

Consider options for remaining unawarded dollars

The Board of Trustees decided to table this discussion until their March meeting when Greg can offer greater clarity on the amount of remaining funds.

Approve TA contract amendment with NCFF to support cohort 3 grantees

Amy distributed a proposal to amend the Technical Assistance contract to support seven new grantees over the next two years. Of the funds available for technical assistance, the budget projects spending \$357,005 in the next year and \$346,918 the following year.

A motion was made by Helen Raikes to grant Mel Clancy the authority to sign and approve the Technical Assistance contract amendment with NCFF to support cohort 3 grantees. Seconded by Emily Kluver. Voting yes: Mel Clancy, Emily Kluver, Melody Hobson, and Helen Raikes. No opposition. Motion carried.

Consider recommendations for adjusting the ITERS-CLASS evaluation cycle

Barb reported that adjustments were made in the ITERS-CLASS evaluation cycle for Results Matter. Amy shared handout, the content of which follows.

Recommendations for protocol changes to ITERS-CLASS evaluation

9-14-11 Board of Trustees approved Barb's recommendations for protocol changes to evaluation:

If most recent ITERS meets quality score of 5 in every subscale except "Personal Care" which at least a 4 must be achieved, then the next cycle will be CLASS only. If "Personal Care" subscale is less than a 4, then CLASS will be used plus an observation on the "Personal Care" subscale only. In both situations, an Action Plan and TA is provided. At least once in a three year funding cycle, and/or when there is a new lead teacher, ITERS will be done, regardless of most recent scores.

Recommended changes:

- Expand caveat to include "when there is a significant change to physical space/location," ITERS is done regardless of most recent scores.
- Remove caveat "ITERS will be done at least once in a three year funding cycle" and replace with "When CLASS is used, ITERS will also be done by a local NDE-approved assessor every other year."

Rationale: The results of studies indicate that teacher-child interaction as measured by the CLASS is a good predictor of child outcomes (math, pre-reading, language, and social skills). Based on these findings, it suggests that adoption of the CLASS can better measure of practices (once the foundation environmental practices are in place) that lead to improved child outcomes. For this reason, it is recommended that the CLASS not be dropped the third year so that the teachers can continue to benefit from the information that it provides related to their teacher child interactions. In addition, by utilizing a local NDE-approved assessor every other year, the environmental and health/safety indicators are being assessed. This protocol is in line with Results Matter guidelines.

Here is the link to one article indicating teacher child interactions made the difference/ used the class to measure. <http://earlylearningtexas.org/media/24062/science-2013-sabol-845-6.pdf>

Barb also reported they are compiling a comparison grid between other high quality programs (Educare, Save the Children, etc.) regarding evaluation.

A motion was made by Helen Raikes to approve the recommendations for adjusting the ITERS-CLASS evaluation cycle as outlined by Barb Jackson. Seconded by Melody Hobson. Voting yes: Helen Raikes, Melody Hobson, Emily Kluver, and Mel Clancy. No opposition. Motion carried.

NCFF Communications plan/protocol

Kelly Medwick, who oversees communications for NCFF, asked the Board of Trustees if they had any anticipated Sixpence announcements or communications needs for the coming year. As Sixpence news, updates, and/or grant announcements go out, Kelly asked the Board to keep her informed of anticipated needs so her department can not only respond to, but proactively tell the story of, Sixpence.

Helen suggested doing “feature stories” every couple of months to highlight programs and the impact made through real-life stories. She also suggested the incorporation of “read also” links within the Sixpence stories.

Kelly will take the Trustees feedback and propose a communications plan at the next meeting.

Board Appreciation for and Reflections from Kathleen Feller

The Board of Trustees thanked Kathleen Feller for her dedicated service and unwavering commitment to at-risk children and their families. They gave their sincere gratitude and best wishes for her future endeavors.

The Trustees asked Kathleen to reflect on any strengths and/or challenges she sees in the coming years. Kathleen said the most exciting thing was to see the growth in numbers. The

biggest challenge may be helping school districts recognize and understand the importance of quality early childhood, especially for infants and toddlers and not just operating a silo'd Sixpence program, but an integrated part of their educational system. Sometimes school districts need help understanding how 0-3 is different (and should be delivered differently) than early childhood services for preschool aged children.

Kathleen also reflected on the workforce for infants and toddlers. Nebraska has expanded their early childhood services so greatly in the last few years, but the workforce has not kept up with the demands/standards required by the expanding early childhood programs. High quality programs are vying for the same qualified staff.

The Board also discussed the pay difference between staff of different programs (school district staff vs. Early Head Start) in terms of salary, benefits including summers off, etc. "What is a quality early childhood teacher worth?" The Trustees asked Amy and Karen to compile some information on salaries, benefits, and length of program year (9 mos vs. 12 mos). The Board explored the idea that, as a condition of continued funding, all lead teachers and lead home visitors are paid within a parameter. Remaining funding might be used to equalize pay scales within Sixpence programs.

Helen wondered if any additional funds might be spent on workforce issues. Amy reminded the Board that additional funds would need to be spent within the current fiscal year. Melody suggested that all Sixpence programs should be part of the state's new Quality Rating and Improvement System.

Adjourn

A motion was made by Helen Raikes to *adjourn* the meeting. Seconded by Melody Hobson. Voting yes: Helen Raikes, Mel Clancy, Emily Kluver, Melody Hobson. No opposition. Motion carried.

The meeting adjourned at 1:50 p.m. The next meeting will be **Wednesday, March 12, 2014, from 1:00-3:00**, at the Nebraska Children and Families Foundation.