

Promising All Atlanta Children Thrive (PAACT) Commitments

1. Atlanta Public Schools
 - a. The Atlanta School Board and APS Superintendent will champion the PAACT
 - b. APS will designate a seat for an ECE representative on each Cluster Advisory Team
 - c. APS will include child care providers on the APS cluster map
 - d. APS will commit to pay parity for Pre-K teachers and paraprofessionals in APS elementary schools
 - e. APS will include an ECE plan in elementary school principal training and principal performance goal setting
 - f. APS will financially support and host school transition efforts in the city
 - g. APS will explore partnerships with early learning centers to utilize appropriate, unused or underutilized facilities
 - h. APS will commit to supporting cohorts of elementary principals in attending the ECE Leadership Institute
 - i. APS will commit to providing professional development to P-3 teachers to enable them to prepare each child's reading brain (i.e. language, critical thinking, executive function, resilience, empathy)
 - j. APS will assess the childcare needs of its workforce and will partner with PAACT to develop a plan to address those needs
 - k. APS will provide space for breastfeeding mothers
2. City of Atlanta
 - a. The Mayor and City Council will champion the PAACT
 - b. The city will implement a Family Impact Assessment for all policy decisions
 - c. The city will assess the childcare needs of its workforce, including the feasibility of offering on-site, high quality, subsidized child care for employees
 - d. The city will mirror the state law giving employees educational leave (10 hours/year)
 - e. The city will provide gap scholarships for essential service employees and their families (or contribute to the PAACT Fund for Quality)
 - f. The city will provide an online hub that links children and families to services
 - g. The city will establish a parental advisory group to advise the appropriate city leaders, such as the Chief Education Officer, Equity Officer, etc
 - h. The city will provide space for breastfeeding mothers
3. Business
 - a. Business leaders will champion the PAACT and will talk about the PAACT being a key workforce retention, recruitment and development issue
 - b. Business leaders will financially contribute to the PAACT Fund for Quality to expand quality early childhood education for all children in the city
 - c. Businesses will provide gap scholarships as part of their compensation package for eligible low-wage employees' children to attend high quality child care programs to ensure that those employees are not paying more than 10% of the family income for child care
 - d. Businesses will provide flexibility for employees to be involved in their children's education, potentially 10 hours of educational leave for employees per year
 - e. Businesses will provide paid family leave after births or adoptions
 - f. Businesses will explore partnerships with high quality child care providers to offer on-site child care or partnerships with other small businesses to offer collaborative child care.
 - g. Businesses will commit to having their Human Resource Offices provide information to employees about the importance of high quality early education for their children and the availability of resources

- h. Businesses will provide space for employees who are breastfeeding mothers
- 4. Philanthropy
 - a. Philanthropic leaders will champion the PAACT
 - b. Philanthropies will sustain or increase current ECE investments in the city
 - c. Philanthropies will invest ECE resources in a collaborative manner with other funders, if and when appropriate
 - d. Philanthropies will require ECE grantees to commit to the PAACT and share data with key ECE partners in the city
 - e. Philanthropies will incentivize ECE providers to work collaboratively as part of the shared services model
 - f. Philanthropies will share the latest research information and ECE best practices to trustees
- 5. Private citizens
 - a. Atlanta citizens will champion the PAACT
 - b. Atlanta citizens will financially contribute to the PAACT
 - c. Atlanta citizens will contact elected officials regarding PAACT and the importance of high quality early education for all children in Atlanta
 - d. Atlanta citizens will complete Cox Campus Brain Builder modules
 - e. Atlanta citizens will share their stories with PAACT, participate in the online surveys, etc.
 - f. Atlanta citizens will commit to acts of service for young children (reading, volunteering, mentoring, etc.)
- 6. Childcare providers
 - a. Childcare providers in the city of Atlanta will champion the PAACT
 - b. Childcare providers will commit to participating in the state's Quality Rated program
 - c. Childcare providers will commit to collaborate with other entities serving young children
 - d. Childcare providers will commit to collaborate with the elementary schools that will receive the children they are serving
 - e. Childcare providers will commit to providing professional development to ECE teachers to enable them to prepare each child's reading brain birth to 5 (i.e. language, critical thinking, executive function, resilience, empathy).
 - f. Childcare providers will recognize the preeminence of parents and partner with them
 - g. Childcare providers will commit to participate in available opportunities to expand the delivery of services to meet the health and well being needs of their children and families