

## Vision 2020 Action Steps: Chronological (July-October 2016)

Action	Measure	Completion Deadline	Status
2B. Successfully implement the agency's Early Head Start-Child Care Partnerships grant in 12 SC counties.	2B.2: Provide pre-service training to all EHS teachers, directors, and staff.	July 1, 2016	<b>Complete:</b>  Pre-service training seminars were provided for all EHS staff on May 31-June 3 and June 27-30, 2016.
5E. Support increased technical assistance to EHS-CCP providers	5E.2: SC First Steps will provide intensive, on-site technical assistance to each of 15 providers participating in the Early Head Start-Child Care Partnership grant. A status report on all aspects of the Early Head Start grant will be provided to the EHS Governance Council prior to each Board meeting.	July 1, 2016 (and ongoing)	<b>Complete/Ongoing:</b>  All 15 EHS sites are under contract, enrolled to capacity and receiving intensive, on-site technical assistance.
2A. Increase grant allocations to local partnerships designed to expand service access and support partnerships in their delivery of new core services established by Act 287 of 2014.	2A.1: Increase partnership funding by \$1.4M, raise partnership minimum funding from \$138,000 to \$200,000.	July 1, 2016	<b>Complete:</b>  Funding sufficient to raise the partnerships' base funding from \$138K to \$200K was successfully sought and included in the FY17 General Appropriations Act. These increases took effect July 1, 2016.
5B. Develop, distribute and provide on-site support for tools to build capacity within local boards.	5B.1: Develop updated board training materials, designed for flexible use by local partnerships, and/or independent use by local board members (PowerPoint/YouTube)	July 15, 2016	<b>Complete:</b>  Updated Board training materials have been developed and are available at <a href="http://scfirststeps.com/training">http://scfirststeps.com/training</a>

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2B. Successfully implement the agency's Early Head Start-Child Care Partnerships grant in 12 SC counties.	2B.3: Enroll 254 low-income infants and toddlers.	August 1, 2016	<b>Complete:</b>  First Steps' Early Head start programs are enrolled at capacity (254).
3A. Increase understanding of school readiness domains, assessment, and "what works" to help young children succeed. Make information easily accessible in all communities and for all families.	3A.1: Develop a FY17 budget and set of proposed action steps designed to continue the statewide "I CAN public awareness campaign in collaboration with local partnerships.	August 15, 2016	<b>Complete:</b>  SCFS recently launched an updated version of the <a href="http://ican.sc">http://ican.sc</a> website. A draft FY17 budget and action steps have been prepared and will be presented to the Board in December 2016.
4A. Establish state-local teams, designed to ensure clear communication and synergy between local partnerships and state-level programming (technical assistants, 4K, BabyNet and EHS).	4A.3: Launch state-local team meetings.	August 1, then ongoing.	<b>Complete/Ongoing:</b>  The state-local team concept, developed in collaboration with the ED Leadership Council, is now in use – with the expectation that all counties will host at least one such meeting during FY17.
1D. Pursue opportunities designed to expand access to high-quality early childhood education services.	1D.1: Prepare and submit federal Early Head Start-Child Care Partnership expansion application.	September 1, 2016, then ongoing.	<b>Complete:</b>  The agency's Early Head Start expansion grant application was submitted to the federal government on August 23, 2016.

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5B. Develop, distribute and provide on-site support for tools to build capacity within local boards.	5B.2. Dedicate expanded staff resources to on-site technical assistance to local boards as requested.	September 1, 2016, then ongoing.	<b>Complete/Ongoing:</b>  The General Appropriations Act for FY17 includes 4 new FTE positions for the provision of expanded TA to local Boards. First Steps' TA team has already expanded from 5 to 7 members, with two additional TA positions to be interviewed during early November. An additional half-time TA resource has been added under contract.
5D. Support increased technical assistance to 4K providers.	5D.1: Host Summer Professional Development Academies for both 4K teachers and directors, making these opportunities available to agency partners as space and resources permit.	September 1, 2016, then annually	<b>Complete:</b>  SCFS hosted training for more than 500 4K teachers and administrators during the summer of 2016. The 4K Teacher Academy was held in Columbia, August 8-12 and the Administrators' Academy August 30-September 1, 2016.
5C. Support increased professional development on issues of equity and diversity.	5C.1: Establish and convene a Diversity Planning Team (consisting of state and local staff and board members) charged with developing a feasible professional development agenda designed to increase awareness and understanding of issues of equity and diversity.	September 15, 2016	<b>Complete/Ongoing:</b>  Debbie Robertson of SC First Steps and Darnell McPherson of Darlington County First Steps - currently representing the state on the BUILD Equity Leaders Action Network – will

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			<p>serve as co-chairs of the SCFS Diversity Planning Team, which will hold its initial meeting in November. Solicitation of potential members is underway.</p> <p>On August 30, the First Steps Executive Directors Leadership Council underwent diversity training with Cleo Scott Brown. On October 28, all EDs and EHS staff have been invited to participate in diversity training to be conducted by PASOS.</p>
1D. Pursue opportunities designed to expand access to high-quality early childhood education services.	1D.2: Provide resources and technical assistance to local partnerships, designed to support grant writing and fundraising efforts.	October 1, 2016, then ongoing.	<p><b>Completed/Ongoing:</b></p> <p>SCFS has employed Sharon Thomas of SCANPO on a half-time basis to provide partnership and TA training supports. Sharon will be presenting on fundraising, year-end campaigns and donor stewardship during the October 18 ED webinar.</p> <p>As part of a strategic partnership with SCANPO, First Steps will underwrite registration costs for local directors at the upcoming SCANPO summit.</p>

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3A. Increase understanding of school readiness domains, assessment, and “what works” to help young children succeed. Make information easily accessible in all communities and for all families.	3A.2: Develop updated collateral print materials, for modification by local partnerships, highlighting both the Profile of the Ready Kindergartner and the services of First Steps.	October 1, 2016	<b>Complete:</b>  The Profile of the Ready Kindergartner and other associated resources can be viewed at <a href="http://www.ican.sc">http://www.ican.sc</a>
1E. Add staffing capacity and new access points within the BabyNet system, with the goals of improving community-based access to BabyNet services within historically underserved communities, and ensuring a more timely and compliant BabyNet eligibility determination process.	1E.2: Create or expand local BabyNet access points in Rock Hill, Myrtle Beach, Sumter, Georgetown, Greenwood and Walterboro.  1E.3: Establish a BabyNet Deputy Director’s position and internal IFSP quality team designed to review service utilization and ensure the availability of service funds.	October 1, 2016  October 1, 2016	<b>Complete:</b>  Each of these expanded access points in now functional.  <i>On September 14, 2016, Governor Haley issued Executive Order 2016-20 transferring leadership of BabyNet to the SC Department of Health and Human Services effective July 1, 2016. This action step is on hold, pending additional discussion with SC DHHS.</i>
4C. First Steps will create – in collaboration with agency partners - enhanced TA support/professional development networks to provide professional support and collaboration opportunities for local child care TAs, parent educators.	4C.1: Develop technical assistance network concepts for – at minimum – home visitation and child care technical assistance in collaboration with Program and Grants Committee of ED Council.	October 15, 2016	<b>Complete/Ongoing:</b>  Technical assistance networks for both parent educators and child care technical assistants are active. SCFS hosted a two-day parenting conference at Brookland Baptist Church on September 26/27 and will host

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			a professional networking opportunity for child care TAs on November 2, 2016.
5F. Support increased technical assistance to BabyNet service providers.	5F.1: Develop formal provider recruitment strategies, designed to increase service provision in geographic areas of high need. Consider fiscal impact in association with the agency's FY18 budget requests to the Governor and General Assembly.	October 15, 2016	<b>PENDING:</b>  <i>On September 14, 2016, Governor Haley issued Executive Order 2016-20 transferring leadership of BabyNet to the SC Department of Health and Human Services effective July 1, 2016. This action step is on hold, pending additional discussion with SC DHHS.</i>
<b>1A. Promote the implementation of evidence-based early care and education programming by local partnership boards.</b>	1A.1: Develop, in collaboration with USC's Institute for Families in Society, an initial guide categorizing evidence-based and evidence-informed programs, for approval by the First Steps Board of Trustees.	Approval by the Board on October 20, 2016.	Complete
	1A.2: Establish, within the Board's Strategic Planning and Evaluation Committee, a formal process through which new/additional strategies will be categorized as evidence-based or evidence-informed.	Approval by the Board on October 20, 2016.	Complete