



To: South Carolina First Steps Board of Trustees
From: Alexia Newman, Chair, Strategic Planning and Evaluation Committee
Date: March 14, 2017

RE: Vision 2020 Update

The Strategic Planning and Evaluation Committee of the First Steps Board of Trustees met by teleconference on Monday, March 13, 2017 for the purpose of:

1. Reviewing and accepting a staff update detailing progress toward attainment of the Board's Vision 2020 Strategic Plan Goals.

The committee is pleased to note the completion of – or expected progress toward - most expected actions.

Planned BabyNet actions have been deferred in light of the program's pending transition to the SC Department of Health and Human Services. Action steps related to collective impact goals have been extended to early summer, due to scheduling conflicts with former NC Smart Start director Karen Ponder, whom we have invited to join us to kick off this work at the Board's June meeting.

The committee's update to the Board is attached as information.

Vision 2020 Action Steps: Status Report November 2016-March 2017

Action	Measure	Intended Completion Date	Status
<p>5A. Add technical assistance resources in areas of identified partnership need, including the expansion of child-care, marketing-, evaluation-, and resource development-focused technical assistance in state office.</p>	<p>5A.1: Deploy at least four new partnership technical assistants in areas of identified need.</p>	<p>November 1, 2016</p>	<p>COMPLETE:</p> <p>With the support of new resources from the SC General Assembly, four new (FTE) positions have been filled at SCFS, along with the addition of a part time staff member specializing in issues specific to non-profit management. Their addition brings the agency's technical assistance staff to 10 members (Debbie Robertson, Chief Partnership Officer, 8 full-time technical assistants and one part time technical assistant). This enhanced staffing equates to smaller caseloads and more intensive/on-site technical assistance to local First Steps Partnerships.</p>
<p>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.</p>	<p>3A.3: Document outreach to school districts/schools, parents, child care providers and business, faith, and community organizations re: new school readiness definition and description.</p>	<p>November 1, 2016, and ongoing.</p>	<p>ONGOING:</p> <p>In addition to a revamped “I Can” website and an ongoing Facebook campaign, an initial print run of the Profile of the Ready Kindergartner has now been distributed in both English and Spanish, via the local partnerships.</p>

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			<p>First Steps plans another print run and is currently assessing partnership, school district, and co-sponsor needs here.</p> <p>A sponsored online campaign promoting the description (using Google, Facebook, and Instagram) is scheduled to begin by mid-April.</p>
<p>5C. Support increased professional development on issues of equity and diversity.</p>	<p>5C.4: Plan and provide diversity training to all new Early Head Start staff.</p>	<p>November 1, 2016</p>	<p>ONGOING:</p> <p>EHS staff, local partnership EDs, and SCFS staff attended a full-day diversity training offered by PASOs on Oct.28, 2016. Topics covered were the nationalities, languages, and customs of Latino families in SC. Also immigration issues, eligibility for social service programs. A panel of Latino families provided feedback on issues that arise in childcare settings.</p> <p>Additional diversity training is in the planning stages and will be included as a part of the program’s annual pre-service training in summer 2017.</p>

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<p>4E. Develop – or actively participate in an existing - interagency strategic planning/needs assessment process designed to improve access to early childhood mental health (social emotional) resources.</p>	<p>4E.1: Convene – in collaboration with DMH, the SC Department of Social Services and others - an interagency group to discuss/inventory existing EC mental health resources and service gaps.</p>	<p>November 15, 2016</p>	<p>ONGOING:</p> <p>As described by Kerrie Schnake at the Board’s December 2016 meeting, MUSC has seated an interagency workgroup exploring the state’s early childhood mental health needs, with First Steps as an active participant.</p> <p>Staff will continue to keep the Board apprised of the group’s progress and outcomes.</p>
<p>1B. Collaborate with agency partners to support and cross-promote existing quality efforts.</p>	<p>1B.1: Dedicate a section of the First Steps website to early childhood services provided by partner agencies (Head Start, public school 4K programs, the SC voucher program, etc.), including links, program descriptions, access and eligibility information and contact numbers.</p>	<p>December 1, 2016, then ongoing.</p>	<p>COMPLETE/ONGOING:</p> <p>A section of the First Steps website labeled “Parent Resources” has been launched with links to these external services.</p>
<p>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.</p>	<p>2A.2: Provide a comprehensive report to General Assembly on expanded partnership services to children and families.</p>	<p>December 1, 2016</p>	<p>COMPLETE:</p> <p>The agency provided a detailed, 82-page Annual Report to the General Assembly on December 1, 2016.</p>

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<p>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.</p>	<p>4C.2: Document meetings of TA networks at least twice annually.</p>	<p>December 1, 2016, then twice annually</p>	<p>ONGOING:</p> <p><u>Child Care</u> SCFS convened meetings on Nov. 2, 2016 and Jan. 26, 2017 with the agency’s network of Quality Enhancement (QE) TAs and Executive Directors to receive input on needs and revise the QE standards. The group committed to the development of orientation modules for new TAs on ABC/CCR&R/Licensing (in collaboration with those entities) and also to provide quarterly trainings for the network in coaching best practices.</p> <p><u>Parenting</u> Webinars for parent educators and program administrators were held on both Feb. 3, 2017 and March 10, 2017 on data collection and data input. Both included roll out of new data pages for home visiting, family literacy, and other strategies that may use the group meeting pages. A written cross walk has been developed and distributed to help PAT providers link First Steps’</p>
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			<p>parenting standards and measures to national PAT Essential Requirements and measures.</p> <p>A meeting of Parenting Supervisors was held on Feb. 16, 2017 to discuss the Quality Endorsement Improvement Process for PAT. Two Blue Ribbon Affiliate supervisors served as a panel for advice and information on how best to complete the self-assessment process. This is a yearlong process for evaluating the quality of a PAT affiliate.</p> <p><u>Early Head Start</u> EHS staff have participated in local partnership meetings in Bamberg, Newberry, Dillon, Saluda, Georgetown, and Berkeley counties and are partnering with DHEC's "Tiny Taste" program in six of our counties. This program provides free fruits and vegetables and training to child care centers to introduce young children to nutritious food in order to combat obesity.</p>
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<p>5B. Develop, distribute and provide on-site support for tools to build capacity within local boards.</p>	<p>5B.3. Convene at least one Board-to-Board training/meeting day annually.</p>	<p>December 15, 2016, then annually</p>	<p>IN PROCESS:</p> <p>SCFS regularly convenes the new Executive Director Leadership Council (as recently as February 16, 2017) to seek feedback from local partnerships and conducts committee meetings and regular calls and webinars.</p> <p>Staff will work with the Executive Committee to design and schedule a Board to Board meeting before the end of the fiscal year.</p>
<p>4D. Identify collective impact goals and best practices related to interagency and state/local collaboration opportunities.</p>	<p>4D.1: Using current SC data, the ED Council will identify one or more collective impact goals for proposal to the State Board of Trustees.</p>	<p>February 1, 2017</p>	<p>IN PROCESS:</p> <p>Former NC Smart Start Director Karen Ponder will lead both the Partnerships and Board in discussions around NC's successful process here. Ms. Ponder is tentatively scheduled to attend the June board meeting to introduce this topic.</p>
<p>1B. Collaborate with agency partners to support and cross-promote existing quality efforts.</p>	<p>1B.2: In collaboration with interagency partners, revisit the First Steps' accountability standards to explore opportunities for greater alignment with partner agency goals (improved participation in the ABC quality program, Medicaid enrollment, DHEC obesity prevention, etc.)</p>	<p>February 15, 2017, then annually.</p>	<p>ONGOING:</p> <p>Met with ABC, the Center for Child Care Career Development (CCCCD), Child Care Resource and Referral (CCR&R) on December 14, 2016 to discuss opportunities for additional</p>

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			<p>collaboration and seek their input on our standards. A second meeting was held with CCR&R and CCCCD to discuss the coordinated use of their Technical Assistance Provider (TAP) Data System, and CCCCD is currently looking into how their training registry database might provide reports on training offered by local partnerships.</p>
<p>1B. Collaborate with agency partners to support and cross-promote existing quality efforts.</p>	<p>1B.3: Collaborate with SCDE and Head Start to create and promote a joint 4K recruitment/application process.</p>	<p>March 1, 2017</p>	<p>IN PROCESS:</p> <p>A joint meeting time has been solicited for the purpose of discussing joint recruitment and a common application process.</p>