

## Introduction

Per First Steps legislation (Section 52-152-70 (A)), each First Steps Partnership Board shall bring the community together to identify the area needs related to the goals of First Steps, develop a strategic long-term plan for meeting those needs, and then develop specific initiatives to implement the elements of the plan while integrating service delivery where possible. The partnership board is responsible for overseeing the implementation of the partnership's comprehensive strategic plan, which shall include direct service provision, contracting for service provision, and organization and management of volunteer programs. In addition, each partnership's comprehensive plan shall include the following core functions:

- a) service as a local portal connecting families of preschool children to community-based services they may need or desire to ensure the school readiness of their children;
- b) service as a community convener around the needs of preschool children and their families; and
- c) support of state-level school readiness priorities as determined by the State Board.

Needs and Resources Assessment: Each local First Steps partnership undergoes a community needs and resources assessment process every three years, in consultation with its local board, staff, clients and partners. A description of this process can be found online at <http://scfirststeps.com/fy-17-needs-and-resources-assessment/>.

Alignment to State First Steps Priorities: Each local First Steps partnership is a non-profit organization created in legislation in support of the statewide First Steps initiative, which is governed by a state board of trustees and supported by the State Office of First Steps. Each local plan aligns with the priorities of the South Carolina First Steps Strategic Plan, **Vision 2020** (<http://scfirststeps.com/resources-and-state-reporting/>). These priorities are:

- Increase access to quality early childhood programs and resources
- Enhance leadership development and capacity building
- Strengthen interagency accountability and public-private collaboration

Support for First Steps Legislative Goals: The strategic goals of this comprehensive plan support one or more goals of the First Steps initiative, as defined in state legislation (<http://www.scstatehouse.gov/code/t59c152.php>):

1. "Provide parents with access to the support they might seek and want to strengthen their families and to promote the optimal development of their preschool children;
2. Increase comprehensive services so children have reduced risk for major physical, developmental, and learning problems;
3. Promote high-quality preschool programs that provide a healthy environment that will promote normal growth and development;
4. Provide services so all children receive the protection, nutrition, and health care needed to thrive in the early years of life so they arrive at school ready to succeed; and
5. Mobilize communities to focus efforts on providing enhanced services to support families and their young children so as to enable every child to reach school healthy and ready to succeed."

Promotion of South Carolina's Definition of School Readiness: The goals and objectives of this comprehensive plan promote one or more descriptions of school readiness (Ready Children, Ready Families and Caregivers, Ready Schools and Educators, Ready Communities) as defined in South Carolina's Profile of the Ready Kindergartner (<http://www.ican.sc>), adopted in 2015 by the South Carolina First Steps Board of Trustees and the South Carolina Board of Education as the state's readiness benchmarks.

# South Carolina's School Readiness Description (Profile of the Ready Kindergartner)

## 1 Ready Children

- 1A Approaches to Learning & Inquiry (10)
- 1B Emotional & Social Development (12)
- 1C Physical Development, Self-Help & Motor Skills (4)
- 1D Language & Literacy Development (24)
  - o Listening, Speaking and Understanding (8)
  - o Early Reading (12)
  - o Early Writing (4)
- 1E Mathematical Thinking (9)
  - o Number Sense (5)
  - o Matching, Sorting, Classifying (4)

## 2 Ready Families and Caregivers

*Ready Kindergartners have the foundation of family and caregivers who:*

- 2A Provide safe and loving home environments in which children can grow and develop optimally.
- 2B Ensure that their children's pediatric health and dental needs are regularly addressed.
- 2C Create "language rich" homes in which conversation and written literacy are modeled daily.
- 2D Ensure that their young children receive adequate rest and a healthy diet.
- 2E Expose young children to regular and varied learning experiences in and out of the home.

## 3 Ready Schools and Educators

*Schools and educators for the Ready Kindergartner:*

- 3A Understand that each child develops on a unique timeline.
- 3B Are prepared to meet the unique, individual needs of all students.
- 3C Are highly knowledgeable in both child development and the progression of early learning.
- 3D Provide the social, emotional and academic supports needed to advance their students abilities.
- 3E Create emotionally safe and nurturing environments that are free of stress.
- 3F Are equipped to support the needs of their students' parents and caregivers.

## 4 Ready Communities

*Communities that support the Ready Kindergartner:*

- 4A Provide access to the resources necessary to ensure good health and optimal physical, social/emotional and cognitive development.
- 4B Create environments in which children:
  - o Can grow and develop in the absence of fear, stress, danger and hunger.
  - o Have access to needed pediatric, dental and mental health resources.
  - o Spend their days in nurturing, language-rich, and developmentally supportive environments (whether a loving home, a high-quality early education setting or both).
  - o Are cared for by loving adults attentive to their physical, emotional and developmental needs.



Profile of the Ready Kindergartner brochure

Profile of the Ready Kindergartner brochures are available from each local First Steps office.

Profile of the Ready Kindergartner resources: <http://www.ican.sc/>

### South Carolina's Definition of School Readiness (Section 59-152-25 (G))

"School readiness' means the level of child development necessary to ensure early school success as measured in the following domains: physical health and motor skills; emotional and social competence; language and literacy development; and mathematical thinking and cognitive skills. School readiness is supported by the knowledge and practices of families, caregivers, healthcare providers, educators, and communities."



The Newberry County Partnership staff and Board Chair met with Technical Assistant, Cassie Barber, to review the process involved in the completion of the 2018-2020 Comprehensive Strategic Plan. At this meeting it was decided that the Board Chair, Executive Director, Program Assistant and a small number of Board members would meet to work on the self-assessment documents (all strategies and core functions). Materials gathered from the 2016 Needs and Resource Assessment were very valuable in completing the self- assessment documents.

At this point, a strategy planning session was planned for the board. Technical Assistant, Cassie Barber, was the facilitator for this meeting. Prior to adoption of the plan, all materials were sent to the Board for review. A second meeting was scheduled with the Board to approve the Strategic Comprehensive Plan for the Newberry County partnership for 2018-2020

In completing the comprehensive plan, the Board agreed that Newberry First Steps needs to continue its leadership role promoting and providing resources and evidence based programs in early childhood education. By enhancing, and growing, our strong partnerships, Newberry First Steps will continue programs such as: PAT, Literacy, CTK, QE, and child care training, all of which make a significant impact in the community.

In order to strengthen our programs, Newberry First Steps will continue to collaborate and/or partner with other organizations in the community to help promote and provide services in Newberry County. One goal is to develop a method to reach more families in the rural areas of the County. Another goal, is to improve our impact in Child Care Centers by hiring a trained TA to conduct assessments instead of outsourcing QE.

Newberry County First Steps could not reach as many families or provide as many programs without the support of our collaborating partners, board members, community leaders and volunteers, and clients. We would like to thank everyone who helps Newberry First Steps achieve its mission to "foster nurturing experiences so that children will be successful in school".

The Newberry County First Steps Partnership Board approved the 2018-2020 Comprehensive Plan on

*January 22, 2018*

*Clyde E. Hill*  
Clyde E. Hill, Board Chair

*Patricia H. Caldwell*  
Patricia H. Caldwell, Executive Director

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## VISION

Communicates the desired future we seek for the community we serve.

### **Newberry County First Steps Vision Statement**

Newberry County Children will be prepared for success in school.

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## MISSION

Describes the purpose that guides everything we do.

### **Newberry County First Steps Mission Statement**

Newberry County First Steps fosters nurturing experiences so that children will be successful in school.

## VALUES

Core values and beliefs reflect how our people – and the organization itself – behaves.

### **Newberry County First Steps Vision 2020 Core Values**

Early childhood development is critical in shaping human potential.

Families are the single most important influence on the development of their young children.

The work of supporting families and caregivers is a collaborative effort between state and local stakeholders within the public, private and faith sectors.

School readiness is the result of a child's development in many areas, with each contributing to the child's success.

Services must be individualized and adaptable to meet the unique needs of children and families.

We value, and demonstrate in our collaborative work and advocacy, diverse perspectives in the development of public policy and programs.

To achieve desired results, services must be high-quality and grounded in strong evidence. First Steps operates within a culture of accountability.

## STRATEGIC GOALS

Strategic goals set the direction for how the organization intends to implement its mission and address the needs of its focus population(s) for the duration of the plan.

#	<b>Newberry County First Steps Strategic Goals, 2018-2020</b>	<b>FS Legislative Goal(s) Addressed</b> (abbreviate as Goal 1, 2, etc.)	<b>Profile of the Ready Kindergartner Benchmark(s) Addressed</b> (abbreviate as 1A, 2B, etc.)
1	Provide access to local resources and services in order to strengthen families and promote development of preschool children.	1,4	1,2,4
2	Increase comprehensive services by mobilizing communities to enable children to reach school healthy and ready to succeed.	2,5	3,4
3	Promote high-quality preschool programs	3	1,2,3

## Newberry County First Steps Partnership

# 2018-2020 COMPREHENSIVE PLAN

Organized by the partnership’s current and proposed programs and services, as well as the core functions common to all First Steps partnerships (serving as a local portal connecting families of preschool children to services; serving as a community convener in support of the needs of preschool children and their families; and supporting state readiness priorities).

<b>Local Portal</b>			
Newberry First Steps will connect families of preschool children to services designed to strengthen families and promote optimal child development (State Priority: Core Function).			
<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</b>
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
SC First Steps Priority – Increase Access Newberry First Steps will continue to gather information on local, state, and national resources available to families.	1,2	Surveys, focus groups, and evaluations.	<ul style="list-style-type: none"> <li>▪ Action – Convey information to individuals and local communities.</li> <li>▪ Action – Continue to participate in the Newberry County Multi-Agency Meetings</li> <li>▪ Action – Sharing of information on services among individuals.</li> </ul>
SC First Steps Priority – Strengthen interagency accountability and Collaboration. Continue to improve and increase collaboration with local community organizations.	1,2	Surveys, focus groups, and evaluations.	<ul style="list-style-type: none"> <li>▪ Action – Participate in Newberry County Multi-agency meetings</li> <li>▪ Action – Collaborate with Newberry School District, Library, Adult Ed, Newberry College, and other local agencies to connect families to services.</li> </ul>

## Community Education and Outreach

Newberry First Steps will increase understanding in the community of school readiness domains and assessment, and “what works” to help young children succeed, and will make information easily accessible in all communities and for all families. (State Priority: SCFS Strategic Plan)

<p style="text-align: center;"><b>Objective</b></p> <p>Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i>: 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability &amp; collaboration</p>	<p style="text-align: center;"><b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;"><b>Success Metrics</b></p> <p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p style="text-align: center;"><b>Action Items</b></p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>SC First Steps Priority – Increase Access Develop/produce and distribute public education materials to promote the partnership’s mission and inform the public of available resources.</p>	<p>1</p>	<p>Surveys once a year - we can assess whether the general public knows about First Steps programs and activities and we can find out how many families have participated in First Steps programs and/or activities.</p>	<ul style="list-style-type: none"> <li>▪ Action – Distribute “Ready Kindergartner” to families through school district and preschool programs.</li> <li>▪ Action – Attend Newberry College Community Engagement Fair in Fall and the volunteer Fair in spring.</li> <li>▪ Distribute Newberry FS Brochures, as well as, other appropriate material in public settings.</li> <li>▪ Action – Article/radio announcement on CTK program and successes</li> <li>▪ Action – Article/radio announcement spotlighting Week of the Young Child and activities for week, including Mayor signing a Proclamation for Week of Young Child.</li> <li>▪ Action – Articles/radio on any other activities/news stories about families and children being ready for school</li> </ul>
<p>SC First Steps Priority – Increase access and Strengthen interagency accountability &amp; collaboration. Sponsor, co-sponsor and/or participate in community events that reach our target audience, encourage community engagement and create public awareness.</p>	<p>1,2,3</p>	<p>Increased attendance at events/programs</p>	<ul style="list-style-type: none"> <li>▪ Action – Partner with Newberry College, SCECA, Newberry School District during Week of the Young Child to provide activities and information for preschoolers and families.</li> <li>▪ Action – Partner with Adult Ed for Community Programs.</li> <li>▪ Action – Attend Multi-Agency Resource Fair in Newberry County.</li> </ul>

SC First Steps Priority – increase access, build capacity Use effective online and social media to communicate, inform and activate.	1,2	Increase in online activity and responses. Facebook metrics.	<ul style="list-style-type: none"> <li>▪ Action – Update and improve website</li> <li>▪ Action – Keep Facebook page updated and continually add new material.</li> </ul>
SC First Steps Priority – Build capacity and Strengthen interagency accountability & collaboration. Educate and engage local and state policymakers and other community leaders on the local impact of First Steps.	1,2,3	Focus Groups	<ul style="list-style-type: none"> <li>▪ Action – meet with legislatures at least once a year and provide them with updates throughout the year.</li> <li>▪ Action – Communicate regularly with local government and leaders in the community</li> <li>▪ Action – Speak to local organizations</li> </ul>
SC First Steps Priority – Build capacity and Strengthen interagency accountability & collaboration. Network, coordinate and convene local stakeholders to collaboratively build a system of care for early childhood.	1,2,3	Evaluations and focus groups	<ul style="list-style-type: none"> <li>▪ Action – Convene local team meeting and continue to participate in the Newberry County multi-agency group</li> <li>▪ Action – Work with other local agencies to promote and participate in summer children’s programs.</li> </ul>
SC First Steps Priority – increase access, build capacity and strengthen interagency accountability & collaboration. Promote State and local First Steps programs	1,2,3	Evaluating the increase or decrease in participation of First Steps programs. Also, First Steps documentation of the success of the programs.	<ul style="list-style-type: none"> <li>▪ Action – distribute current program information in the community.</li> <li>▪ Action – Refer families to appropriate services.</li> </ul>
SC First Steps Priority- increase access and build capacity Promote Early Childhood Literacy	1,3	Surveys and First Steps documentation of the programs.	<ul style="list-style-type: none"> <li>▪ Action – Partner with the library and Newberry Literacy Council for summer programs</li> <li>▪ Action – Distribute books to children at the Newberry Housing Authority</li> <li>▪ Action – Distribute books to families participating in Families Helping Families at Christmas time</li> </ul>

## Mobilizing Communities on Providing Enhanced Services to Support Families and their Young Children

Newberry First Steps will serve as a community convener to address the needs of preschool children in the community, in support of state readiness priorities (State Priority: Core Function).

<p style="text-align: center;"><b>Objective</b></p> <p>Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i>: 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability &amp; collaboration</p>	<p style="text-align: center;"><b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;"><b>Success Metrics</b></p> <p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p style="text-align: center;"><b>Action Items</b></p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>SC First Steps Priority – Increase access, build capacity, strengthen interagency accountability &amp; collaboration. Monitor and Support State First Steps programs operated in Newberry County.</p>	<p>1,2,3</p>	<p>First Steps data base</p>	<ul style="list-style-type: none"> <li>▪ Action – refer families to appropriate services</li> <li>▪ Action – Promote the programs at community events</li> <li>▪ Action – Monitor programs through regular updates from directors</li> </ul>
<p>SC First Steps Priorities – Strengthen interagency accountability &amp; collaboration. Work with other agencies in the community in order to promote the best outcomes for children and their families.</p>	<p>1,2,3</p>	<p>Focus groups</p>	<ul style="list-style-type: none"> <li>▪ Action – Attend multi-agency meetings once a month.</li> <li>▪ Action – Sharing information on services among individuals.</li> <li>▪ Action – Collaborate with other agencies to provide programs</li> </ul>
<p>SC First Steps Priorities – Continue to collaborate with Newberry County Library, School District, Newberry College, and other agencies in order to connect families with resources and services.</p>	<p>1,2,3</p>	<p>Surveys and focus groups</p>	<ul style="list-style-type: none"> <li>▪ Action – Continue to partner with the Newberry School District to provide the PAT program.</li> <li>▪ Action - Continue to partner with the Library to provide the Library-Based program.</li> <li>▪ Action – Seek out other partners to provide long term and/or short term programs.</li> </ul>

## PAT Strategy

**Description:** Services –

Home visits occur twice a month (more frequently as needed) and include:

- Age appropriate books and lesson materials for each visit
- Age appropriate screenings and assessments for children, adults and family (ASQ, KIPS, AKIRI, LPS) - As a result of screenings appropriate referrals are made and followed up by home visitors.

Group Connections (Parent Cafes) are held at least twice a month.

Clients are expected to complete a full year of service in order to achieve desired results.

**Integration:** Newberry First Steps partners with the Newberry School District's Family Literacy Program which is comprised of four components (National Even Start Model):

- Early childhood education – childcare development center
- Adult Education
- Home visitation – PAT
- Parent Education/Parent Child Time Together

By contracting with Newberry School District, and including PAT in the Family Literacy program, PAT becomes part of a comprehensive program allowing First Steps to serve more families without duplicating services.

**Collaboration:** Newberry First Steps partners with the School District of Newberry County allowing PAT to be part of the comprehensive District Family Literacy Program. The school district also provides in-kind services.

Family Literacy collaborates with:

- Other Family Literacy Programs in other counties
- Newberry Literacy Council
- Newberry District Adult Education
- Westview Behavioral
- Newberry Hospital
- Rikard Headstart
- DSS
- DHEC
- Newberry Sheriff and Police Departments
- Hal Kohn Library
- Workforce Investment Agency
- Newberry Disabilities and Special needs
- SC Teen Pregnancy Prevention

<p style="text-align: center;"><b>Objective</b></p> <p>Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i>: 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability &amp; collaboration</p>	<p style="text-align: center;"><b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;"><b>Success Metrics</b></p> <p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p style="text-align: center;"><b>Action Items</b></p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>Increase the number of families served per year to 25 by the end of 2020. At least 75% of clients served will participate in the program for at least one program year.</p>	<p>1,2,3</p>	<p>First Steps Database documentation</p>	<ul style="list-style-type: none"> <li>▪ Sustain current funding and seek additional funding</li> </ul>
<p>To secure additional funding for sustainability of our program</p>	<p>1,2,3</p>	<p>Funding sustained and increased</p>	<ul style="list-style-type: none"> <li>▪ Seek additional state and federal funding</li> <li>▪ Secure Local, state and federal grants</li> </ul>
<p>To have fathers of enrolled children more connected/involved with our program</p>	<p>1,2</p>	<p>Assessments, focus groups , and evaluations</p>	<ul style="list-style-type: none"> <li>▪ Offer workshops or sessions (PACT) especially designed for fathers</li> <li>▪ Complete a needs assessment survey</li> </ul>
<p>To make our program more visible in the community</p>	<p>1,2</p>	<p>Surveys and document of number reached</p>	<ul style="list-style-type: none"> <li>▪ Offer additional sessions at different venues in the community including the local housing authority complexes</li> <li>▪ Advertise through social media</li> </ul>

## Quality Enhancement Strategy

**Description:**

Newberry County FS contracts with Richland County FS to provide TA in our QE program. Our QE program provides a technical assistant for each classroom. The TA visits at least 3 times a month providing guidance to the teacher(s) in order to improve quality in the classroom environment and interactions and teaching with the children. A pre- and post- ITERS or ECERS assessment is done for each classroom. We like the providers to participate for at least two years in the active classroom so that improvement can be made and followed.

**Integration:**

The QE program is integrated with our Child Care Training Strategy. Training topics are decided based on recommendations by TAs, DSS data, director and staff evaluations and surveys, and First Steps priorities. All centers do not participate in QE, so the Newberry FS program assistant follows-up trainings with surveys, evaluations, phone calls, and visits to the centers, as appropriate, to determine the outcomes from the trainings.

**Collaboration:**

The QE program, contracted through RCFS, coordinates breakfast meetings with ABC, CCR&R and DSS to discuss the quality and issues of centers they serve, including the provider in Newberry. They make sure all agencies are aware of any issues and successes.

<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b> Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	<b>Action Items</b> Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration			
Increase the number of classrooms served per year to 3 by the end of 2020. At least 100% of clients served will participate in the program for at least 2 years.	1,2,3	Assessments, evaluations, First Steps Database	<ul style="list-style-type: none"> <li>▪ Seek additional funding</li> <li>▪ Recruit more participants</li> </ul>
Improve quality in more centers.	1,2,3	Assessments, evaluations, and First Steps Database	<ul style="list-style-type: none"> <li>▪ Provide funding in annual budget</li> <li>▪ Recruit more centers</li> <li>▪ Possibly hire an in-house TA</li> </ul>

## Child Care Training Strategy

**Description:** Newberry First Steps goal is to provide quality, affordable training to all caregivers and directors in Newberry County in order to improve the quality of care and education received by children in childcare centers and group homes. Newberry FS always makes sure to cover the 15 hours in DSS required topics along with the additional 5 hours of program administration for directors. We make sure some additional training hours are available for those who miss the initial trainings and for new teachers. Typically, Newberry First Steps provides three 5 hour sessions in the Spring along with at least 5 hours of program administration. In the Fall Newberry has at least one 3 to 5-hour staff session and at least one 2hr program administration session.

**Integration:** Child Care Training is incorporated in the QE strategy. Training decisions are made based on TA classroom needs, DSS data, Director and staff surveys, and First Steps Priorities. Two classrooms participate in the year long program with TAs. Other training participants receive follow up and support from Newberry First Steps' program assistant.

**Collaboration:**

Aiken County First Steps  
 Edgefield County First Steps  
 Saluda County First Steps  
 Richland County First Steps  
 SC Resource & Referral  
 DHEC  
 DSS  
 Other Certified Trainers

<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b> Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	<b>Action Items</b> Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration			
Increase the number of child care providers served per year to 75 by the end of 2020. At least 75% of clients served will participate in the program for at least 15 hours of training.	1,2,3	Surveys and evaluations, focus groups	<ul style="list-style-type: none"> <li>▪ Bring in certified CCCC&amp;D trainers</li> <li>▪ Communicate with Centers and child care staff</li> <li>▪ Collaborate with other First Steps Partnerships to conduct training.</li> </ul>
To provide at least 15 hours of certified training to staff that meets the DSS requirements, and an additional 5 hours of Program Administration hours for Directors.	1,2,3	Evaluations and Surveys. CCCC&D records.	<ul style="list-style-type: none"> <li>▪ Bring in certified trainers</li> <li>▪ Complete follow-up for trainings</li> <li>▪ Through trainings, address identified areas in need of strengthening (identified by DSS, TAs, Directors)</li> </ul>
Encourage more teachers to complete ECD 101 and beyond and take advantage of opportunities offered through T.E.A.C.H. Program.	1,2,3	Number of teachers who participate increases over time.	<ul style="list-style-type: none"> <li>▪ Take advantage of trainings being offered at Tech and Newberry College</li> <li>▪ Take part in Early Childhood Education Organizations, such as SCECA.</li> </ul>

## Library Based Strategy

**Description:** The Newberry County First Steps Library-Based Program is designed to provide literacy activities for 3-4 year-olds enrolled in a certified preschool program. These programs include child care centers, private preschools, faith-based preschools, and public schools. We are especially targeting children who have been identified as at-risk. Our goals are to instill in children a love of reading, a love of books, and to place in the homes of these children quality children’s literature to encourage reading and together time for the family. Each class receives visits twice a month by the Outreach Librarian, and each child receives at least eight (8) books to keep. Children are taught the proper care and handling of books. And teachers are trained in storytelling techniques to use in their own reading times.

**Integration:** Newberry First Steps partners with the Newberry County Library to provide this program. This allows both entities to reach more children in the community and improve overall literacy in the County.

**Collaboration:**

Newberry County Library  
 School District of Newberry County  
 Local Child Care Centers  
 Private and Public Preschools

<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b> Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	<b>Action Items</b> Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration			
Increase the number of children served per year by 5% by the end of 2020.	1,2,3	Surveys and a teacher evaluation.	<ul style="list-style-type: none"> <li>▪ Action: Seek additional funding to purchase hardback books.</li> <li>▪ Action: Establish relationships with any new preschools in the county.</li> </ul>
100% of clients (child care centers) served will participate in the program for at least one complete program cycle.	1,2,3	Surveys and telephone calls.	<ul style="list-style-type: none"> <li>▪ Action: Maintain communication with clients through monthly visitations.</li> <li>▪ Action: Establish relationships with any new preschools in the county</li> </ul>
Create opportunities to provide books to children who are not enrolled in preschool programs.	1,2,3	Focus groups	<ul style="list-style-type: none"> <li>▪ Action: On-site visitation twice a year to the Housing Authority to provide books to children and provide a story-time.</li> </ul>

## Countdown to Kindergarten Strategy

**Description:** Countdown to Kindergarten (CTK) is a summer home visitation model connection rising kindergartners and their families with their future teachers. The program is designed to forge strong and lasting home-school relationships; to acquaint children and families with classroom expectations; to increase parent involvement in the early grades; and to increase public awareness of the importance of school readiness. Teachers make six visits over the summer to the homes of participating students and families. Children and families are introduced to actual materials used in kindergarten and are given a Kindergarten Transition Toolkit to keep.

**Integration:** Partner with Kindergarten teachers in the school district to provide CTK during the summer. This program allows kindergarten teachers to reach children and families in the community that would be at risk for school failure.

**Collaboration:**

Newberry County School District

<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</b>
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Increase the number of children served per year to 65 by the end of 2020. At least 100% of clients served will participate in the program for at least all 6 sessions of the curriculum.	1,2,3	Pre- and post- parent surveys Teacher surveys First Steps database	<ul style="list-style-type: none"> <li>▪ Action: Create incentives for teachers to participate.</li> <li>▪ Action: Seek additional funding</li> <li>▪ Action: Promote the Program within the community.</li> </ul>
Increase the number of children reached in the more rural areas of the county where preschools are not available.	1,2,3	Documentation that students participating are increasing in rural areas.	<ul style="list-style-type: none"> <li>▪ Action: Recruit teachers</li> <li>▪ Action: Provide transportation</li> </ul>
Seek additional funding in order to increase participation in the program.	1,2,3	More available funding.	<ul style="list-style-type: none"> <li>▪ Action: Participate in fundraising activities</li> <li>▪ Action: Solicit donations and/or sponsors from the community</li> <li>▪ Action</li> </ul>