



Strategic Plan Progress

December 19, 2018

...because kids can't wait!

Vision

Connected and engaged communities supporting children for lifelong success.

Mission

Through collaboration, the Forum builds and supports systems to promote positive experiences and outcomes for young children.

Guiding Principles: Good public policy is informed by research. The use of sound research to increase awareness and advocacy on children's issues and the field of child care and early learning is fundamental. Our guiding principles, therefore, are informed by research and best practices:

- Parents are the primary educators of their children; yet some parents face barriers that seriously limit their ability to be effective parents. Proven programs and adequate resources must be available to assist parents in achieving the best possible outcomes for their children.
- The foundation for physical, social and emotional capabilities is largely set during children's first few years of life and is essential to their future cognitive and academic success as well as their ability to function well in society.
- Children have the right to warm, responsive, and nurturing care from their parents and caregivers.
- Children are entitled to high quality early learning experiences including before and after school enrichment provided not only by their parents but by compassionate, knowledgeable, and trained practitioners as well.
- Families of children with disabilities and special health care needs have unique challenges and should have access to services and adequate resources designed to meet their needs and assistance to navigate systems that can help support them.
- Formal education and ongoing professional development for practitioners are critical to the optimum development of children given the correlation between practitioner knowledge, skills, and practices and improved child outcomes for later success.
- Compensation parity for early childhood and afterschool practitioners must be promoted to positively impact recruitment, retention, quality and commitment to the field.
- Collaboration with other local, state, and national organizations/agencies is the most effective strategy for supporting children, families, and practitioners to achieve shared goals.
- Professionalism, accountability, honesty, respect, integrity and excellence are minimum expectations for Forum staff and members of the board of directors.

Adopted as edited by the board of directors, October 2010 Reviewed and affirmed by the board of directors, December 2012, March

2014, October 2014, December 2016, March 2017

STRATEGIC PLAN PROGRESS 2017-2018

Goal 1

The Forum will provide innovative, responsive assistance, support and professional development educators, stakeholders, and families at the local, state and national levels.

Objectives	October – December 2018
<p>Serve as the hub to provide responsive guidance, professional development supports, outreach, resources, technical and scholarship assistance to programs and educators in Miami-Dade County through the Early Learning Career Center.</p>	<p>The Early Learning Career Center (ELCC) has provided outreach in Miami-Dade County through multiple information sessions hosted by community partners to inform the childcare programs of the expansion of the scholarship system funded by The Children’s Trust. Information sessions have produced many inquiries about scholarships and the addition of many new programs’ participation in the Miami Registry. The Center has provided scholarship advisement and support to programs and educators soliciting scholarships through the guidance of 4 Professional Development Specialists (PDS) who guide educators through the scholarship protocols. The Career Center provides resources to educators who qualify for local and state funded supports, and will continue to conduct outreach sessions with the help of community partners.</p>
<p>Provide scholarships to improve compensation, education, and retention in the field of early care and education through the Teacher Education</p>	<p>T.E.A.C.H. Program Update:</p> <ul style="list-style-type: none"> • T.E.A.C.H. displayed and presented at 3 conference this quarter

Objectives	October – December 2018
<p>and Compensation Helps (T.E.A.C.H.) Early Childhood® Scholarship Program . The results will be reported to policymakers and funders.</p>	<ul style="list-style-type: none"> ● T.E.A.C.H. FL is participating in a three year longevity study of T.E.A.C.H. degree graduates across all T.E.A.C.H. states ● We have updated the one page T.E.A.C.H. infographic and are in the process of updating the T.E.A.C.H. annual report <p>Current T.E.A.C.H. data:</p> <ul style="list-style-type: none"> ● 3,733 current active scholars ● 1,080 current pending application ● 3,359 applications were received since July 1 ● 4,595 web hits for November, 2018
<p>Operate and manage the Palm Beach Registry Services for the Children’s Services Council and the Miami-Dade Registry for The Children’s Trust.</p>	<p>Palm Beach Registry: New Practitioner Applications (September 2018- November 2018) – 109</p> <p>Miami-Dade: Centers closed - 0</p>
<p>Provide services under contract with the Department of Children and Families by (1) evaluating applications of recognized accreditation associations for inclusion in the state’s Gold Seal Quality Care program and maintain the Gold Seal database, and (2) evaluating applications of early childhood training providers for eligibility as Florida Child Care Professional Credential (FCCPC) training program providers.</p>	<p>Gold Seal Quality Care Program</p> <ul style="list-style-type: none"> · Facility: 1,575 · Large Family Child Care Homes(LFCCH): 75 · Large Family Day Care Home(LFDCH): 76 · Religious Exempt: 18 · School Exempt: 112 <p>Total: 1,856 Programs with a Gold Seal Designation.</p> <p>Gold Seal Associations Updates:</p> <ul style="list-style-type: none"> · 15 Accrediting Associations approved for Gold Seal · GAACS and APPLE were approved for another five years as a Gold Seal Accrediting Association.

Objectives	October – December 2018
	<ul style="list-style-type: none"> · FCCPSA submitted their application for renewal. <p>Florida Child Care Professional Credential (FCCPC)</p> <ul style="list-style-type: none"> · 32 FCCPC training sites · 1 program is currently inactive at this time <p>Other Program News</p> <ul style="list-style-type: none"> · Children’s Forum Graphic Department published two brochures for the Office of Child Care Regulation <ul style="list-style-type: none"> Ø Influenza Virus Ø Distracted Adult
Develop and deliver high quality training through summits, workshops, conferences, etc..	The Forum continues to work on developing a training department that is geared toward specific local, regional, and state level training needs within the EC field. We are currently developing a survey designed to collect data from individuals applying for their director credential renewals through membership with the Forum. As part of this DCF requirement, they are must demonstrate a professional contribution and completing this survey meets that mandate. It also provides the Forum with valuable information. That we can use to create at least one IACET approved need-based training to be administered throughout Florida. In addition to this new initiative, the Forum staff provides workshops at regional and state conferences promoting T.E.A.C.H., WAGE\$, and Help Me Grow.
Maintain the Forum’s status as an authorized provider for International Association of Continuing Education and Training (IACET).	The Forum has received renewal (2017- 2022) as an approved authorized provider for IACET.

Goal 2

The Forum will generate and disseminate valid, reliable and current best practices, data and research informing decision-making and measuring outcomes.

Objectives	October – December 2018
Disseminate relevant research studies and policy briefs to various audiences to include practitioners and policy makers to inform the field and improve practices.	No new activity this quarter. The Miami-Dade Early Learning Workforce Study is disseminated locally (in Miami) on an on-going basis at partner meetings, during outreach activities, and upon request.
Include research and evaluation components to test efficacy of proposed strategies and measure outcomes for early childhood educators and ultimately the children they serve in grant proposals	Submitted a Stage 1 proposal to Brady Education Foundation on 12/1/18 to examine the effectiveness of the Miami-Dade Quality Improvement System in relation to educator and child outcomes. The Foundation will invite selected entities to submit a Stage 2 proposal by 2/15/19.

Goal 3

The Forum will provide collaborative leadership to promote effective policy advocacy for children and families.

Objectives	October – December 2018
Facilitate, participate, and serve on various local, state, and national level leadership initiatives to promote effective public policy and best practice.	Various staff serve on boards, advisory councils, etc. representing the Children’s Forum to include the Professional Development Steering Committee, Preschool State Steering Committee, TCC ECE Committee, One Goal Planning Committee and Children’s Week as well as others.
Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations.	The Forum adheres to the limitations for advocacy and lobbying to ensure that sharing information is for the purpose of educating legislators and policymakers.

Objectives	October – December 2018
Present and display at local, state, and national conferences on relevant topics demonstrating the expertise of Forum staff and value of programs administered.	The Forum presents on various topics at national, state, and local level workshops and collaborates with other experts on topics relevant to the Forum’s mission.
Support the board of director’s priority to effectively engage business leaders in early childhood policy in Florida.	While there have been no specific activities this quarter, the Forum reached out to try and get funding to update the Child Care Economic Impact Report to inform legislators and others on the importance of a strong child care infrastructure to Florida’s economic future.
Maintain and expand shared services agreements with partners such as FLAEYC and FHSA.	The Forum continues to partner with FLAEYC to support the coordination of regional conferences and workshops, and to facilitate revisions and improvements to the FLAEYC website. The contractual nature of the partnership moving forward is being considered by the FLAEYC Board of Directors and the Children’s Forum. A new agreement will likely be formed in January 2019.

Goal 4

The Forum will maintain a sustainable marketing and outreach plan to educate stakeholders and the public about the value of high quality early learning, school age, and early intervention services

Objectives	October – December 2018
Assess the needs of the field and secure funding to support the mission of the organization on an ongoing basis.	The Children’s Forum has secured GROW funding again for 2018-19 and the objective for this cycle is to develop a comprehensive survey that will be distributed to child care directors and ELC administrators to measure the training and professional development needs of the EC field. Data from the survey will be used to inform the specific training that is developed by Forum staff in conjunction with the GROW consultant. These workshops will be evidence-based and will meet

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<p>Write and promote news, stories, and op-eds in various media throughout the state.</p>	<p>IACET standards. (This is directly related to Goal #1).</p> <p>The Forum disseminated a thematic newsletter in the fall that focused in part on the Forum led response to the devastation caused by Hurricane Michael in the Panhandle region of the state. The Forum facilitated the creation of the “Florida Early Learning Disaster Relief” collaborative partnership. Funding for the collaborative has been donated by partners as well as EL sponsors. The newsletter also featured information about Help Me Grow Florida, the Forum’s recognition as a family friendly workplace, WAGE\$ availability in Pinellas County, and a T.E.A.C.H. Ambassador spotlight.</p>
<p>Promote advocacy, effective policies and practices through the Forum communications.</p>	<p>The following emails were distributed through the Forum’s MailChimp account from October 1-December 5:</p> <p>December 3: Registry PFP December Requirements November 30: The Child Care WAGE\$® FLORIDA Program – Apply Today November 29: Children's Forum Joins Forces With Other Partners to Help Child Care Programs Impacted by Disaster (Fall/Winter edition of the Forum’s newsletter) November 19: *Action Required* Your Palm Beach Early Childhood Registry Account has Expired November 16: New Council Payment Approval Process November 14: Reminder: Registry PFP Benchmark Requirements Due 11/15/18 November 13: T.E.A.C.H. Graduate Study Reminder November 5: Action Required* Your Palm Beach Early Childhood Registry Account is Expiring Soon November 1: T.E.A.C.H. Graduate Study Reminder</p>

Objectives	October – December 2018
	<p>October 26: Registry PFP Benchmark Requirements</p> <p>October 24: Are You an Early Childhood Educator in Broward County?</p> <p>October 24: Are You an Early Childhood Educator in Miami-Dade?</p> <p>October 2: T.E.A.C.H. Graduate Study Survey</p>
<p>Engage the field through the Forum's membership program.</p>	<p>The Forum's Director/Owner/Operator membership option assists child care directors with fulfilling their Professional Contribution Requirement for the renewal of the Director Credential. From October 1-December 5, 79 people either became a member of or renewed their Children's Forum membership.</p>
<p>Maintain a presence on social networking sites (Facebook, Twitter, Instagram, and YouTube) to increase partnerships, build awareness of programs/services and receive online donations.</p>	<p>The Forum continues to promote its programs and services as well as ECE advocacy and information on its social media pages. As of December 5:</p> <ul style="list-style-type: none"> 2, 157 people like the Children's Forum Facebook page 5,617 people follow the Children's Forum Twitter page 185 people follow the Children's Forum Instagram page 2,029 people like the T.E.A.C.H. Florida Scholarship Program Facebook page 253 people like the Child Care WAGE\$ Florida Facebook page 39 people subscribe to the Children's Forum YouTube channel <p>Help Me Grow posted:</p> <ul style="list-style-type: none"> ● 53 times on Facebook and received 3,111 likes with a reach of 37,481 ● 45 times on Instagram with 3,320 followers and received 2,296 likes

Objectives	October – December 2018
	<ul style="list-style-type: none"> • 53 times on Twitter with 1104 followers and 19,844 impressions
Write and disseminate a quarterly newsletter to promote collaboration among providers of services for young children.	The Forum distributed the Fall/Winter edition of its newsletter November 29
Promote and expand professional development systems throughout the state to provide career pathways for early childhood and afterschool educators.	T.E.A.C.H. has developed a new scholarship model that engages high school career and technical education students by providing financial support for graduates to complete the National CDA credential. Data are being collected to determine if these graduates seek employment in the early education field after earning the credential, and what their post-secondary education choices are. To date, over 1100 students have applied for the scholarship and a survey will be disseminated in the spring 2019 to assess their post-high school graduation decisions. These data are important to determine if the high school CTE programs are a viable pipeline for credentialed educators entering and remaining in the field.
Bring positive recognition to the Forum for the quality and excellence of the work.	The Forum's annual report showcases the activities of the Forum and its newsworthy accomplishments. The Forum's work is also reflected in the Early Learning Consortium's priorities.

Goal 5

The Forum will increase awareness of compensation disparities for the early care and education workforce. .

Objectives	October – December 2018
Provide wage and salary stipends through the successful implementation of the Child Care WAGE\$ Program .	<ul style="list-style-type: none">● Pinellas County joined WAGE\$ on 12/1/2018● Active participants: 908● Participating child care programs: 329● 157 WAGE\$ supplement payments were issued during this time period● Six-month supplement average: \$493.00, the average six-month supplement is equivalent to at least \$.46 cent an hour
Maintain an active website and other communications strategies for the public on the salary and compensation issues of the ECE workforce.	<ul style="list-style-type: none">● Children First Conference, presentation and exhibit table● Advocacy efforts include pursuing funding for the Child Care WAGE\$ infrastructure to make funding available through coalitions.

Goal 6

The Forum will provide collaborative leadership to improve systems of care, education, and healthy development for children. .

Objectives	October – December 2018
Enhance the Professional Development Registry to serve as a resource for training and scholarship management, and to inform decision-making.	Expanded our Online Portal to handle online applications for WAGE\$ and Miami Early Learning Scholarships, all of which will use the Registry as the basis for verifying education, when completed during the next year.
Maintain websites that will serve as the information and resource hub for the early learning field.	In the process of revising all of the Forum websites under a new unified structure.
Provide leadership and administration of the Help Me Grow Florida project to increase the access and availability of services for children and families.	<p>During the first quarter Help Me Grow Florida State Coordinating Office (SCO) completed or updated and released three guides for Help Me Grow (HMG) Affiliates. These included:</p> <ul style="list-style-type: none"> ● STAR Data Manual (released in previous quarter but updated during the first quarter of this fiscal year) ● Books Balls and Blocks Community Screening Manual ● updated Confidentiality and Privacy Guidelines <p>As continued support the Affiliates, the SCO provided:</p> <ul style="list-style-type: none"> ● 6 individual site trainings ● 3 webinars for all affiliates and stakeholders ● Technical assistance to sites - 44 in July, 90 in August, and 50 in September <p>The SCO also completed:</p> <ul style="list-style-type: none"> ● 11 presentations on Help Me Grow, and ● Attended 24 collaborative meetings <p>The HMG SCO also created a HMG Newsletter which received 304 new subscribers in the first two months. This newsletter has been discontinued and integrated into the Children’s Forum newsletter.</p>

Objectives	October – December 2018
	<p>Help Me Grow had a 45% increase in the number of children and families served this quarter in comparison to this time last year. .</p> <ul style="list-style-type: none"> ● 1598 children served and 1468 families served ● 89.6% of the children had not been screened or identified with a developmental delay prior to contacting HMG <p>There was a 71% increase in the number of screenings completed.</p> <ul style="list-style-type: none"> ● 1700 developmental and behavioral screenings were completed using the ASQ-3, ASQ-SE, MCHAT R/F, and Pediatric Symptoms Checklist screening tools. ● 50.7% of screenings completed resulted in at least one concern or need for monitoring. ● 1201 referrals were made to community agencies and resources. ● Only .02% of families reported a barrier to receiving services. ● 73.6% of children who received a referral were successfully connected to at least one service. ● 473 families received parenting or education information. <p>Help Me Grow has also seen outreach events almost double since this time last year.</p> <ul style="list-style-type: none"> ● HMG participated in 922 community outreach events and conducted 322 healthcare provider outreach activities. ● Over 56,642 individual were exposed to HMG during outreach events.
Support diversity in the early learning and afterschool workforce.	The Forum works to ensure diversity in the distribution of resources available to the early learning workforce through its programs and services. Demographic data are maintained to ensure there is

Objectives	October – December 2018
	representation from diverse populations in serving children.

Goal 7

The Forum will be administered in a cost effective and efficient manner ensuring adequate resources are available to carry out the mission of the organization.

Objectives	October – December 2018
Respond to relevant Invitations To Negotiate or Request for Proposals that are consistent with the strategic plan goals. Assure that the potential revenue, social capital and/or return on investment justifies the allocation of resources	<ul style="list-style-type: none"> ● Submitted a proposal to Brady Education Foundation on 12/1/18 to examine the effectiveness of the Miami-Dade Quality Improvement System in relation to educator and child outcomes. ● Submitted CLASS and Coaching Supports intent to bid to Florida Department of Education, Office of Early Learning to be included on a vendor list. ● Submitted Transition to Kindergarten Regional Summits proposal to the Office of Early Learning for conducting summits in four regions of the state.
Increase unrestricted revenue.	The Forum responded to an RFP to provide four Transition to Kindergarten Summits from OEL which is four \$20K. These resources will increase the Forum's unrestricted funds.
Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum.	Completed quarterly.
Maintain positive audit results and monitoring reports that reflect the quality of our work..	Audit results are positive with no management level comments.

Maintain quality assurance practices to ensure the ongoing quality improvement of services.	Each department integrates evaluations into their program responsibilities to solicit feedback for ongoing continuous improvement.
Strengthen the internal culture of the Forum through staff recognition and professional development opportunities.	The Forum's professional development conference provided PD for all staff. Throughout the year, staff are afforded the opportunity to attend conferences, workshops, and relevant training opportunities.