



Strategic Plan Progress

July, 2022

...because kids can't wait!

Vision: Connected and engaged communities supporting children for lifelong success.

Mission: The Forum collaboratively 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. Indeed, society is the eventual beneficiary of a strong foundation or the victim of a weak one.
- 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.
- Racism in any form is antithetical to the Forum's vision, mission, and values and not tolerated. Diversity, equity, and inclusion will be promoted. Respect for all individuals is paramount as evidenced in organizational policies, practices, and delivery of services to children, families, and the early learning & afterschool workforce.
- 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, September 2019, September 2020, March 2021, June 2021, April 2022.

Goal 1: The Forum will provide support, professional development, and innovative and responsive assistance to educators, stakeholders, and families at the local, state, and national levels.

Objectives	April - June 2022
<p>Serve as the hub to provide responsive guidance, professional development support, outreach, resources, and technical and scholarship assistance to programs and educators in Miami-Dade County through the Early Learning Career Center.</p>	<p>The ELCC continues to provide responsive guidance, professional development supports, resources and technical assistance to all childcare facilities and family childcare homes in Miami-Dade County. We have successfully filled two vacant Professional Development Specialist (PDS) vacant positions and one staff is of Haitian descent. The ELCC is actively seeking partnerships with community organizations that serve the African-American and Haitian workforce in hopes of coordinating focus groups around the county to address professional development needs, challenges, and brainstorm possible solutions to accessing equitable PD supports. In addition, we will work closely with partners to share data and collectively address inequities within the EC system in Miami. It is our hope that the focus groups will allow us to tailor PD opportunities for this specific workforce who historically has low scholarship engagement in Miami-Dade. We are currently collaborating with Sant La, ELC of Miami-Dade (Pamela Hollingsworth), Overtown Youth Coalition, Miami Dade College, Haitian Youth & Community Center, and Liberty City with more collaboration projected.. Our staff is also discussing outreach efforts and intentional approaches to sharing ELCC supports with those that may not be aware. We have successfully met half of our scholarship spending for FY 21-22 and seek to establish future goals to reach out contract deliverables by end of contract year. We will continue to collaborate with system partners and organizations to elevate the need to establish equitable opportunities to those we serve.</p>
<p>Provide scholarships to improve compensation, education, and</p>	<p>T.E.A.C.H. Program Update:</p>

Objectives	April - June 2022
<p>retention in the field of early care and education through the Teacher Education 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 has fully implemented the updated online application process. ● We have created and started to implement a secure electronic file storage system. ● We have now reimbursed for more than 1,484 computers. ● We have spent 80% of our scholarship dollars. ● Website updates in process using internal copy to make changes. Anticipated completion and launch by July 2022. <p>Current T.E.A.C.H. data:</p> <p>2,371 current active scholars</p> <p>298 current pending scholars</p> <p>3,497 applications have been received since July 1, 2021</p> <p>195 conferences, meetings and classes were attended by staff and ambassadors where T.E.A.C.H. materials were distributed</p> <p>7,812 web hits for May 2022</p>
<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: 101 New Applications Processed</p> <p>Miami Dade Registry: Around 300 Thrive by 5 centers are actively submitting through our online Portal process.</p>

Objectives	April - June 2022
<p>Provide services under contract with the Department of Children and Families and Department of Education/Division of Early Learning 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: 1,802 · Large Family Child Care Homes (LFCCH): 72 · Licensed Family Day Care Homes (LFDCH): 74 <p>Total: 1,948 Programs with a Gold Seal Designation</p> <p>Gold Seal Associations Updates:</p> <ul style="list-style-type: none"> · 17 Accrediting Associations approved for Gold Seal <p>Florida Child Care Professional Credential (FCCPC)</p> <ul style="list-style-type: none"> · 32 FCCPC training sites
<p>Develop and deliver high-quality training through summits, workshops, conferences, etc.</p>	<p>CF programs will present at the One Goal Summer Conference in July 2022 on a variety of topics.</p> <p>CF programs including T. E.A.C.H., FAN, INCENTIVE\$, Gold Seal, HMG, and Children's Week will also have exhibit tables at the One Goal Summer Conference.</p>

Goal 2: The Forum will generate and disseminate valid, reliable, and current best practices, data, and research informing decision-making and measuring outcomes.

Objectives	April - June 2022
<p>Disseminate relevant research studies and policy briefs to various audiences including practitioners and policymakers to inform the field and improve practices.</p>	<p>There have been no specific studies or policy briefs developed by the Forum. However, we continue to share information about other state and federal resources and studies with our public and on social media.</p>
<p>Include research and evaluation components to test the efficacy of proposed strategies and measure outcomes for early childhood educators and ultimately the children they serve in grant proposals.</p>	<p>Evaluation strategies are incorporated into all Forum projects as appropriate to address this goal.</p>

Goal 3: The Forum will provide collaborative leadership to promote effective policy advocacy for children and families.

Objectives	April - June 2022
<p>Facilitate, participate, and serve on various local, state, and national level leadership initiatives to promote effective public policy and best practices.</p>	<p>Phyllis attended the National T.E.A.C.H. Advisory Council in North Carolina representing the Forum.</p> <p>Denise Bishop and Liz Randall (HMG) are serving on the HMG National Forum Planning Committee; Florida is co-hosting the Forum September 19- 22, 2022. Planning is underway for a General Session Panel, a Networking Session on messaging for HMG, and four virtual site visits to Florida HMG Affiliates.</p>
<p>Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations.</p>	<p>Through the generous funding of the Bainum Foundation, the Forum has launched the Early Childhood Policy WORKS Advocacy Fellowship. Twenty Fellows have been selected from 100 applicants to participate including a good cross-section of individuals. Monthly activities are planned with three face-to-face meetings through April 2023. This inaugural year will provide an opportunity to evaluate the model and determine strategies for program improvement for subsequent years with available funding.</p>
<p>Present and display at local, state, and national conferences on relevant topics demonstrating the expertise of Forum staff and the value</p>	<p>T. E.A.C.H. and INCENTIVE\$ have participated in a number of virtual meetings and sessions (as requested) this quarter. These have included Miami-Dade/Monroe ELC, ELC of Alachua, Broward ELC, and Orange County ELC. The programs shared information with potential participants and ELC staff as Program Ambassadors.</p>

Objectives	April - June 2022
	<p>T.E.A.C.H. team members presented at the T.E.A.C.H National/CCSA ECE Workforce Convening, April 20-22, on topics including using your website as an outreach tool and ECE articulation and career pathways.</p> <p>T.E.A.C.H. and INCENTIVE\$ hosted an exhibit table at the ELC of Hillsborough ECE Teacher's Night Out Conference on May 6.</p> <p>T.E.A.C.H. hosted an exhibit table at the ELC of the Big Bend's ECE Provider Conference on May 21.</p> <p>T.E.A.C.H. and INCENTIVE\$ will provide a technical assistance session at the FFCCHA conference, June 24-26</p>
Support the board of directors' priority to effectively engage business leaders in early childhood policy in Florida.	Erin Smeltzer was a presenter at the Florida Chamber Foundation's Prosperity Conference and presented one of the ten root causes of poverty. The title of the presentation was <i>Child Care: Supporting Your Present and Future Employees</i> .
Maintain and expand shared services agreements with partners such as FHSA.	The Forum is in discussions with another nonprofit about becoming their fiscal agent and offering other support services through the Forum's infrastructure.

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	April - June 2022
Assess the needs of the field and secure funding to support the mission of the organization on an ongoing basis.	The Forum is in the process of conducting the statewide workforce study which will inform efforts to pursue funding to support the ECE workforce.
Write and promote news, stories, and op-eds in various media throughout the state.	None this quarter.
Promote advocacy, effective policies and practices through the Forum communications.	The Forum continues to promote advocacy on the Forum's Website, social media pages, e-newsletter, and through e-blasts.

Objectives	April - June 2022
	<p>We recently implemented the following hashtags to share on the Forum’s social media and program pages:</p> <p>#MotivationMonday: includes inspirational quotes, stories, and info related to children</p> <p>#ForumFriday: includes details on Forum programs and fun info on staff who are willing to be featured</p> <p>#TEACHTuesdays: includes T.E.A.C.H. program details, facts, upcoming deadlines, and spotlights on T.E.A.C.H. staff as well as recent T.E.A.C.H. graduates</p> <p>#MoneyMondays: includes INCENTIVE\$-specific details, funder information and spotlights on their staff</p>
Engage the field through the Forum’s membership program.	<p>We continue to provide affordable membership options for early educators. A Forum membership fulfills the proof of membership requirement for the renewal of staff credentials. We also assist directors with fulfilling their Professional Contribution Requirement (PCR) for the renewal of their Director Credential.</p> <p>From April 1 - June 12, 200 people became members of or renewed their membership with the Children’s Forum.</p> <p>Membership accounts and materials are now almost exclusively electronic through our Portal. This makes it easier for members to access their membership certificates, benefits and other membership details while saving on mailing expenses as well.</p> <p>We are currently working on including a survey and certificate download in the Portal for members who wish to fulfill their Professional Contribution Requirement for the renewal of their Director Credential.</p>
Maintain a presence on social networking sites (Facebook, Twitter, Instagram, YouTube, and LinkedIn) to increase partnerships, build awareness of programs/services and receive online donations.	<p>As of June 12, the Forum’s social media pages include the following:</p> <p>Facebook:</p> <ul style="list-style-type: none"> ● Children’s Forum: 3,134 likes and 3,800 followers ● T.E.A.C.H.: 2,970 likes and 3,347 followers ● INCENTIVE\$: 505 likes and 570 followers

Objectives	April - June 2022
	<ul style="list-style-type: none"> ● Early Learning Career Center: 627 likes and 712 followers ● Children’s Week: 2,043 likes and 2,520 followers <p>Twitter:</p> <ul style="list-style-type: none"> ● Children’s Forum: 5,650 followers ● Children’s Week: 1,217 followers <p>Instagram:</p> <ul style="list-style-type: none"> ● Children’s Forum: 621 followers ● Children’s Week: 673 followers ● T.E.A.C.H.: 188 followers ● INCENTIVE\$: 63 followers <p>YouTube:</p> <ul style="list-style-type: none"> ● Children’s Forum: 127 followers ● Children’s Week: 33 followers <p>LinkedIn:</p> <ul style="list-style-type: none"> ● Children’s Forum: 281 followers
Write and disseminate a quarterly newsletter to promote collaboration among providers of services for young children.	A Summer newsletter is planned for distribution the week of June 20.
Promote and expand professional development systems throughout the state to provide career pathways for early childhood and afterschool educators.	The Forum continues to sit on relevant statewide advisory boards and councils to promote the professional development pathways to support the field.
Bring positive recognition to the Forum for the quality and excellence of the work.	The Forum was responsible for facilitating conferences such as the JRC Summit April 18-20 (opportunity through Division of Early Learning and previously facilitated a virtual Summit), the Department of Children and Families Licensing and Training Meeting May 15-20, and the annual Help Me Grow National Meeting later this year.
The Forum will serve as the organizing partner for Children’s Week to increase awareness and needs of children and youth in Florida.	Children’s Week team members hosted an exhibit booth at the Children’s Museum on April 9. The team was able to collect more than 50 pieces of hand artwork for the 2023 Celebration of the Hands

Objectives	April - June 2022
	<p>display.</p> <p>The Children’s Week Steering Committee met on June 8th. This initial meeting set timelines and workgroups for the 2023 event which is scheduled for March 26 - 31, 2023.</p>

Goal 5: The Forum will increase awareness of compensation disparities for the early care and education workforce.

Objectives	April - June 2022
<p>Provide wage and salary stipends through the successful implementation of the Early Childhood Educator INCENTIVE\$ Florida Program.</p>	<p>Updated rack cards and two new flyers were created in April 2022. The rack cards were printed and are available to share with potential participants. The flyers are in process to be printed.</p> <p>21-22 Counties of participation:</p> <ul style="list-style-type: none"> ● Broward ● Hillsborough ● Miami-Dade - county contract ending 9/30/22 <p>Total participants: 1, 871 Total centers: 829 Average six-month payment: \$720.00, equivalent to at least .68 cent an hour.</p>
<p>Maintain an active website and other communications strategies for the public on the salary and compensation issues of the ECE workforce.</p>	<p>Website updates in process using internal copy to make changes. Anticipated completion and launch by July 2022.</p> <p>Miami-Dade participants were notified via email of the program ending later this year for their county at the end of May 2022. The Children’s Trust also shared a similar communication through CF in early June 2022.</p> <p>Potential New Counties:</p> <ul style="list-style-type: none"> ● Osceola - July 1 ● Alachua - July 1

Objectives	April - June 2022
	<ul style="list-style-type: none"> ● Leon County - October 1

Goal 6: The Forum will provide collaborative leadership to improve systems of care, education, and healthy development for children.

Objectives	April - June 2022
Enhance the Professional Development Registry to serve as a resource for training and scholarship management, and to inform decision-making.	The Forum portal continues to be improved with the new TEACH and INCENTIVE\$ apps directly working with the Registry as the source for all verified documents.
Maintain websites that will serve as the information and resource hub for the early learning field.	Maintenance and support of the Forum and its program websites (T.E.A.C.H., INCENTIVE\$, ELCC, Help Me Grow, and Children’s Week) and client websites continues
Provide leadership and administration of the Help Me Grow Florida project to increase the access and availability of services for children and families.	<p><i>Help Me Grow Florida State Coordinating Office (SCO)</i> activities to promote the work of the Children’s Forum, support local <i>Help Me Grow Florida</i> affiliates, and advocate for the children and families in Florida this quarter, included:</p> <ul style="list-style-type: none"> • The new HMGF Statewide Director, Dr. Amy DeWitt, started the position on June 1st, 2022. • Hosted a Partner and Affiliate County Team (PACT) call meeting in June to provide SCO updates and encourage discussion between affiliates. • Discussion sessions were facilitated by the SCO staff in May on three key topics: program management, care coordination, and outreach. These discussions led to several outcomes including making the Pediatric Symptom Checklist electronic and adding it to our website, distributing social media information for each affiliate in an editable document,

Objectives	April – June 2022
	<p>updating our banner to show the system assists families with children of multiple ages, and brainstorming on different marketing strategies. There was an overwhelming positive response to these sessions that they will be continued semi-annually.</p> <ul style="list-style-type: none"> • HMGF Assistant Director was a panelist at the Joint Referral Collaboration Summit in April to discuss HMG, referral information, and best practices. • Issued Continuing Affiliate applications which were due on May 27th. All current affiliates applied except for 2-1-1 Tampa Bay Cares. An RFA will be released in the fall to continue HMG services in Pinellas County. • Funding award letters were distributed to continuing affiliates in June. • Continued executing the Act Early/COVID-19 Response Teams Grant which began 1/4/2022. • All Florida affiliates are eligible to apply to the HMG National goal concordant care learning community. If accepted, they could receive up to \$60,000. Eligibility was determined by the HMG National fidelity assessment. <p>Data Summary:</p> <ul style="list-style-type: none"> o Received 5,206 calls (7/1/21-4/30/22- receive call data monthly) o Served 4,564 new children (7/1/21-6/13/22) o Served 4,238 new families (7/1/21-6/13/22) o Conducted 7,398 screenings (7/1/21-6/13/22) o Made 3,108 referrals (7/1/21-6/13/22) o Completed 765 family and community outreach activities (7/1/21-6/13/22)

Objectives	April - June 2022
	<ul style="list-style-type: none"> o Completed 1,932 healthcare provider outreach activities (7/1/21-6/13/22)
Support diversity in the early learning and afterschool workforce.	The Forum launched the Early Childhood Policy WORKS Fellowship and recruited a diverse group of Policy Fellows for intensive advocacy experiences for the year, funded through the Bainum Foundation. The first meeting among Policy Fellows is at the One Goal Summer Conference in July.
The Florida Afterschool Network will provide collaborative leadership, policy advocacy, and awareness of needs affecting the Afterschool population throughout the state.	The Florida Afterschool Network has hired a new executive director, Lili Murphy. Lili has done a good job promoting FAN and seeking funds to support the Network.

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	April - June 2022
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	Other than FAN, there have been no RFPs or ITNs advertised that are relevant for the Forum's work.
Increase unrestricted revenue.	<p>The Forum's membership program has seen an increase in membership and thus an increase in revenues as well.</p> <p>The Program Assessment and Coaching Unit is actively finalizing the balance of the CLASS program assessments by the end of the fiscal year. The Forum has received Purchase Orders (POs) for this contract year from 18 ELCs, RCMA, and Head Start agencies for a total of 2,158 assessments. At least 11 ELCs and 2 Head Start agencies have indicated they will be submitting POs to contract with us for assessments in FY 22-23. An additional 3 ELCs have also expressed an interest in contracting for assessments, as well.</p>

Objectives	April – June 2022
	<p>We anticipate a larger quantity of assessments will be requested from ELCs in FY 22-23 due to the addition of the VPK CLASS assessments which are now required due to HB 419. We currently have 64 approved assessors on our list and continue to recruit more assessors, especially those individuals who are bilingual. We are also working with DEL to potentially recruit retired educators and administrators who may be interested in conducting observations as well. We will be surveying our assessors to determine our capacity for the Fall of 2022, as well as the Spring and Summer of 2023 in order to meet the increased need for both School Readiness and VPK program assessments.</p> <p>The Variations in Implementation of Quality Interventions (VIQI) coaching project was completed at the beginning of June. Our two coaches did an excellent job working with the programs, teachers, and administrators on the two early childhood curriculum, Creative Curriculum and Connect4Learning. Both coaches saw positive outcomes in the classrooms in which they worked over the past 10 months. We are looking forward to reading the final report from MEF Associates after it is released and would be eager to work with them again.</p>
Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum.	These have been provided on an ongoing basis.
Maintain positive audit results and monitoring reports that reflect the quality of our work.	The recent compliance audit as well as the outside audit contracted through the Department of Early Learning reveal clean audit results and compliance with grants and contracts.
Maintain quality assurance practices to ensure the ongoing quality improvement of services.	The Forum continues to collect data from the audiences served to evaluate the quality of services and make changes as needed.
Strengthen the internal culture of the Forum through staff recognition and professional development opportunities.	Eleven Forum staff members attended the T.E.A.C.H National/CCSA ECE Workforce Convening, April 20-22, to learn more about innovations and current trends in the early care and education field.

Objectives	April - June 2022
	<p>The Crucial Conversations cohorts (Apr and May) went well. More than 40 staff members completed the training (virtual and in-person). This training is meant to foster more effective dialogue amongst managers and departments.</p> <p>Small morale boosters including a Spring Egg Hunt, an afternoon ice cream social, coffee/donuts, and a staff potluck lunch were offered in Mar, Apr, and May.</p>