



Strategic Plan Progress

June 28, 2019

...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, December 2018

STRATEGIC PLAN PROGRESS 2018-19

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 | April - June 2019 |
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| 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. | The Early Learning Career Center in Miami has continued to provide professional development support to programs in Miami-Dade County. The PDS (Professional Development Specialists) have continued to conduct outreach visits to programs in the community that were never part of the QIS system to inform them of the scholarship supports available. Additionally, the PDS team is also sharing information about WAGE\$ and TEACH. Targeted outreach efforts are increasing the number of educators being served, applying for scholarships, WAGE\$ and TEACH supports. The Center conducted over 12 information sessions in the community. These sessions included presentations about Career Center scholarship, Registry, WAGE\$ and TEACH criteria. The Center has processed over \$700,000 in scholarships and is working diligently in reaching the \$1M mark in spending. The Center will assess all outreach and scholarship efforts and supports to ensure efficiencies moving forward. |
| Provide scholarships to improve compensation, education, and 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. | T.E.A.C.H. Program Update: <ul style="list-style-type: none"> ● T.E.A.C.H. displayed and presented at 7 conference this quarter ● Hired two application processors ● We have spent 86% of our scholarship dollars, on track to spend all scholarship and program dollars |

| Objectives | April - June 2019 |
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| | Current T.E.A.C.H. data: <ul style="list-style-type: none"> ● 4,389 current active scholars ● 4643 current pending application ● 6,169 applications have been received since July 1 ● 7,563 web hits for May, 2019 |
| Operate and manage the Palm Beach Registry Services for the Children’s Services Council and the Miami-Dade Registry for The Children’s Trust. | Palm Beach Registry: New Practitioner Applications: 116 Miami-Dade Registry: Currently in transition, will have numbers to report next quarter. |
| 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>Gold Seal Quality Care Program</p> <ul style="list-style-type: none"> · Facility: 1,589 · Large Family Child Care Homes(LFCCH): 73 · Large Family Day Care Home(LFDCH): 79 · Religious Exempt: 20 · School Exempt: 110 Total:: 1,871 Programs with a Gold Seal Designation. <p>Gold Seal Associations Updates:</p> <ul style="list-style-type: none"> · 15 Accrediting Associations approved for Gold Seal · COA, and FLOCS five year renewal applications have gone to the Gold Seal Review Team for approval <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"> · Coordinated another successful Statewide Meeting for the Office of Child Care Regulation at the Caribe Royale Hotel, May 13th -May 17th. |

| Objectives | April - June 2019 |
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| <p>Develop and deliver high quality training through summits, workshops, conferences, etc..</p> | <p>Facilitated three Office of Early Learning Transition to Kindergarten (OEL TTK) Summits throughout the state (southwest, north central, and big bend areas) during this quarter. Received notification from OEL that the Forum has been selected to facilitate six more TTK summits between July and December 2019.</p> <p>Funded through a GROW grant, the Forum is developing a training series for early learning program directors around supportive workplace environments.</p> |
| <p>Maintain the Forum's status as an authorized provider for International Association of Continuing Education and Training (IACET).</p> | <p>The Forum is maintaining our status for IACET.</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 2019 |
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| Disseminate relevant research studies and policy briefs to various audiences to include practitioners and policy makers to inform the field and improve practices. | Produced and disseminated the policy brief entitled, T.E.A.C.H. Early Childhood Scholarship Program: Florida's Pipeline Towards an Equitable and Diverse Early Childhood Workforce. Compensation Must Follow |
| 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 | No evaluation grant proposals submitted during the quarter. |

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

| Objectives | April - June 2019 |
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| Facilitate, participate, and serve on various local, state, and national level leadership initiatives to promote effective public policy and best practice. | Facilitated T.E.A.C.H. Higher Education Barriers workgroup to identify and address barriers to higher education for the early learning field. This included a national level, collaborative workgroup meeting at the T.E.A.C.H. and WAGE\$ National Symposium in Chapel Hill, NC. Facilitated a panel of state level stakeholders at the spring FCCECE Network meeting to discuss the barriers to seamless articulation from state college AS degrees to Bachelor degrees in early childhood education |
| Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations. | Outreach efforts such as social media campaigns and story-telling initiatives have been used to engage the ECE workforce in active, grass roots level advocacy. |
| Present and display at local, state, and national conferences on relevant topics demonstrating the expertise of Forum staff and value of programs administered. | Presentations have been accepted to present at upcoming conferences (One Goal and FLAEYC) on Miami-Dade QIS Workforce Study findings. |

| Objectives | April - June 2019 |
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| Support the board of director's priority to effectively engage business leaders in early childhood policy in Florida. | Phyllis attended the Learners to Earners Summit and heard more about the Business Alliance and their priorities. |

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 2019 |
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| Assess the needs of the field and secure funding to support the mission of the organization on an ongoing basis. | The Forum has responded to two ITNs and have set up an agreement through UNF for being a sub-contractor to complete work on Child Assessment and Professional Development with OEL as the funder. We will net about \$155K for these two projects. In addition, we secured the RFP to provide six more Prekindergarten to Kindergarten Transition Summits around the state. |
| Write and promote news, stories, and op-eds in various media throughout the state. | This has been accomplished primarily through social media and the Forum's newsletters as opposed to op-eds as social media appears to be a better venue for doing so. |
| Promote advocacy, effective policies and practices through the Forum communications. | Advocacy and other policies are promoted on the Forum's social media pages, e-newsletter, and e-blasts. |
| Engage the field through the Forum's membership program. | As of April 1-June 14, 2019, the Forum enrolled 106 new and renewing members. Members receive the Forum's e-newsletter and email regarding advocacy, legislative news, upcoming conferences ,etc. Additionally, members receive the Forum's printed annual report. The Forum is planning to reduce the Teacher option of membership to \$25 to generate new members and become the most cost-effective early learning membership program in Florida. Discounts on training/CEUs are planned as an additional benefit for members as well. The Forum is considering group memberships for directors to |

| Objectives | April - June 2019 |
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| <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>enroll/manage their staff as well</p> <p>For May, Help Me Grow Florida posted 15 times on Facebook with a reach of 7,078, 132 likes and 105 shares. 12 posts on Instagram with 284 likes and 17 engaging comments, and 8 posts on Twitter with 2,056 impressions and 48 total engagements.</p> <p>For April, Help Me Grow Florida posted 13 times on Facebook with a reach of 13,492, 116 likes and 161 shares. 12 posts on Instagram with 266 likes and 12 engaging comments, and 12 posts on Twitter with 4,844 impressions and 77 total engagements.</p> <p>For March, Help Me Grow Florida posted 13 times on Facebook with a reach of over 7,000, 130 likes and 95 shares. 11 posts on Instagram with 239 likes and 11 engaging comments, and 8 posts on Twitter with 4,461 impressions and 115 total engagements. <i>(Please note: March data was not available during the last progress update, therefore it is being reporting here and June data is not yet available.)</i></p> <p>The Forum has social media sites on Facebook, Twitter, Instagram, and YouTube.</p> <p>The Forum's Facebook pages include the following:</p> <ul style="list-style-type: none"> ● Children's Forum: 2,309 likes ● T.E.A.C.H.: 2,183 likes ● WAGE\$: 300 likes ● Early Learning Career Center: 297 likes <p>The Forum's Twitter page has 5,674 followers The Forum's Instagram page has 240 followers The Forum's YouTube channel has 46 subscribers</p> |
| <p>Write and disseminate a quarterly newsletter to promote collaboration among providers of services for young children.</p> | <p>A Children's Forum newsletter was distributed in March, and another Forum newsletter is planned for distribution by the end of June.</p> |

| Objectives | April - June 2019 |
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| Promote and expand professional development systems throughout the state to provide career pathways for early childhood and afterschool educators. | Established a partnership with 17 Florida school districts to provide T.E.A.C.H. scholarships for the National CDA to 1190 graduating students who completed the Career and Technical Education training in ECE at their high schools. The goal of this initiative is to increase the pipeline of professionally credentialed early educators entering the workforce. Follow-up research will provide information on the employment and educational choices of these potential early educators post-graduation. |
| Bring positive recognition to the Forum for the quality and excellence of the work. | The outreach materials created and produced by the Forum are consistently recognized by the T.E.A.C.H. and WAGE\$ National Center as exceptional and are used as exemplars for other states. |

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

| Objectives | April - June 2019 |
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| Provide wage and salary stipends through the successful implementation of the Child Care WAGE\$ Program . | <ul style="list-style-type: none"> · Hillsborough County joined WAGE\$ on 2/1/2019 <ul style="list-style-type: none"> o Total counties participating: 4 · Active participants: 1,837 · Participating child care programs: 642 · 307 WAGE\$ supplement payments were issued during this time period · Six-month supplement average: \$643.00, the average six-month supplement is equivalent to at least \$.61 cents an hour |
| Maintain an active website and other communications strategies for the public on the salary and compensation issues of the ECE | The Forum website is undergoing a redesign that will reduce redundancy and provide a more user-friendly platform. Development is currently underway. |

| Objectives | April - June 2019 |
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| workforce. | The Forum's outreach team created a WAGE\$ short film, the video has been posted on the WAGE\$ Facebook page and shared with our county funders |

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

| Objectives | April - June 2019 |
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| Enhance the Professional Development Registry to serve as a resource for training and scholarship management, and to inform decision-making. | The Forum website is undergoing a redesign that will reduce redundancy and provide a more user-friendly platform. Development is currently underway. |
| Maintain websites that will serve as the information and resource hub for the early learning field. | Help Me Grow Florida (HMGF) new website went live on March 18, 2019. (https://ww.helpmegrowfl.org) |
| Provide leadership and administration of the Help Me Grow Florida project to increase the access and availability of services for children and families. | <p>Meetings and outreach by the State Coordinating Office (SCO) to promote the work of the Children's Forum and HMGF as well as to advocate for the children and families in Florida include:</p> <ul style="list-style-type: none"> ○ The HMGF SCO met with the Bureau Chief of WIC Program Services at Department of Health, Rhonda Herndon, on April 17 to discuss our local WIC initiatives, to build a state level partner, and to obtain state level approval to keep HMG kiosks and iPads in the local WIC offices. This will also allow for ease of expansion of this initiative into other local HMG areas. The next meeting is scheduled in July 2019. ○ Presented on HMG/LTSAE and our partnership with Early Steps at the HMG National Meeting. ○ Presented on HMG for the AELC. ○ Participated wth FAHSC in a Project Hope Focus group to discuss |

| Objectives | April - June 2019 |
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| | <p>our current collaboration and partnership with ECCS.</p> <ul style="list-style-type: none"> ○ Participated in Collaboration meetings with staff from the Children’s Movement, OEL, the ELC of Miami/Dade and HMG Miami (Jewish Community Services) ○ Attendance at the Reach Out and Read (ROR) Medical Symposium ○ Participated in collaboration meeting with ROR Executive Director and National Director and the Children’s Movement. ○ Participated in the Early Steps Workgroup ○ Participated in the ECCS State Improvement Team meetings ○ Participated in the ECCS State Advisory Team meetings ○ Statewide Discussion with Pediatric Associates ○ Participated in Pinwheels at the Capitol in recognition of Child Abuse Prevention Month ○ Participated in the OEL Preschool Network Regional Meeting ○ Attendance at the Palm Beach County Day reception to network and advocate for the local 211 Palm Beach affiliate. <p>The HMGF Program and Training Manager recently attended the annual Act Early Ambassador training in Atlanta, hosted by the Centers for Disease Control and Prevention (CDC) and Association of University Centers on Disabilities (AUCD). She was then invited to participate in a webinar hosted by ECTA-DaSy (the Center for IDEA Early Childhood Data Systems) on May 22, titled "Learn the Signs. Act Early: Collaboration to Increase Developmental Monitoring and Earlier Identification".</p> <ul style="list-style-type: none"> - The HMGF SCO provided an opportunity for Healthy Kids to present on Kidcare during our quarterly PACT call. - The HMGF SCO provided training and/or technical assistance |

| Objectives | April - June 2019 |
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| | <p>to Affiliates sites approximately 120 times during this period.</p> <ul style="list-style-type: none"> - Data Summary: Year to date through April 2019, <ul style="list-style-type: none"> o HMG has received 5,652 calls to HMG, o served 5,317 children and 4,822 families, o conducted 5,293 screenings, o provided 4,403 referrals, o held HMG education sessions 946 times with Healthcare Providers, and o participated in over 800 community fairs and events. <p><i>(Please note: May data is currently being analyzed and June data is not yet available)</i></p> |
| Support diversity in the early learning and afterschool workforce. | The Forum published a Policy Brief on T.E.A.C.H. as the Pipeline for an Equitable and Diverse Workforce. |

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 2019 |
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| 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 | <p>Responded to OEL procurement to facilitate six TTK summits between July and December 2019. Received notification that the Forum will be awarded a PO to begin July 1, 2019 to conduct this work.</p> <p>The Forum will serve as a subcontractor on two projects funded by OEL via contracts with UNF to include:</p> <ul style="list-style-type: none"> • Child Assessment: Review, gather stakeholder feedback, and provide recommendations for the current early learning child |

| Objectives | April – June 2019 |
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| | <p>assessment system.</p> <ul style="list-style-type: none"> Task Force and Core Competencies: Facilitate a professional development task force, revise and align early learning core competencies, and revise and align early learning career pathway. |
| Increase unrestricted revenue. | The Forum secured POs from 16 ELCs for conducting CLASS assessments around the state through June 2019. Several of these ELCs have indicated an interest in providing POs to the Forum for future CLASS assessment work over the next year. |
| Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum. | Completed. |
| Maintain positive audit results and monitoring reports that reflect the quality of our work.. | Ongoing. |
| Maintain quality assurance practices to ensure the ongoing quality improvement of services. | Ongoing. |
| Strengthen the internal culture of the Forum through staff recognition and professional development opportunities. | The Forum's publishes Forum Focus, an internal bi-monthly employee e-newsletter that features a Forum program highlight, as well as employee accomplishments, conferences attended, and other adventures. |