



Strategic Plan Progress

March 15, 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

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 | January- March 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 (ELCC or CC) has provided responsive guidance and support to programs in Miami-Dade who have made scholarship requests to the CC for their staff. The CC has also coordinated efforts with partners to hold information sessions in the community to inform programs of the scholarship opportunities available through the CC. Ongoing outreach efforts will continue through July 31, 2019 and other opportunities for outreach will be scheduled as available. The CC will continue to provide support and guidance, as well as, coordinate efforts to expand the professional development supports as needs arise within the community. |
| 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. | <p>T.E.A.C.H. Program Update:</p> <ul style="list-style-type: none"> ● T.E.A.C.H. displayed and presented at 5 conference this quarter ● Hiring 2 positions - Counselor and Outreach Specialist ● Finalizing Spanish versions of our director flyers ● We have spent 52% of our scholarship dollars <p>Current T.E.A.C.H. data:</p> <ul style="list-style-type: none"> ● 4,757 current active scholars ● 484 current pending application ● 4,668 applications have been received since July 1 |

| Objectives | January- March 2019 |
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| | <ul style="list-style-type: none"> 7,779 web hits for January, 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: 79 Miami-Dade Registry: Centers Closed: 0 |
| 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. | Gold Seal Quality Care Program <ul style="list-style-type: none"> Facility: 1,593 Large Family Child Care Homes(LFCCH): 73 Large Family Day Care Home(LFDCH): 79 Religious Exempt: 19 School Exempt: 112 Total: 1,876 Programs with a Gold Seal Designation. Gold Seal Associations Updates: <ul style="list-style-type: none"> 15 Accrediting Associations approved for Gold Seal Advanced’s Early Learning, and Extended Day Programs were approved for another five years as a Gold Seal Accrediting Association. Florida Child Care Professional Credential (FCCPC) <ul style="list-style-type: none"> 32 FCCPC training sites 1 program is currently inactive at this time |
| Develop and deliver high quality training through summits, workshops, conferences, etc.. | Presentations at regional conferences include the following: Broward Early Childhood Conference (2/02/19), CCF Childhood Conference (3/30/19), ELC Flagler/Volusia Conference (3/30/19) Webinar: T.E.A.C.H. Ambassador training (1/22/19) Kindergarten Transition Summit: Miami-Dade and Monroe counties (3/3/19) |
| Maintain the Forum’s status as an authorized provider for International Association of Continuing Education and Training (IACET). | The Children’s Forum continues to be an 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 | January - March 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. | The Spring edition of the Forum’s newsletter focused on legislative initiatives and policy. The newsletter was distributed Friday, March 1. |
| 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 | Our evaluation reports continue to collect evidence on the programs we manage to determine their value. Strategies are put into place and we publish the results of those evaluations. |

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

| Objectives | January - March 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. | Administrative coordination of the Pritzker planning grant application process. Administrative coordination of the Addressing Higher Education Barriers (HEB) collaborative workgroup. |
| Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations. | The Forum takes a leadership role for the Early Learning Consortium. The VPK Base Student Allocation Funding Analysis and Recommendations, Cost Estimates, and Talking Points were developed by the Forum as well as the position papers for our programs. |
| Present and display at local, state, and national conferences on relevant topics demonstrating the expertise of Forum staff and value of programs | The Children’s Forum, T.E.A.C.H., and Help Me Grow will have booths at the Children’s Capitol for a Day on Tuesday, March 26 as part of Children’s Week festivities. |

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| administered. | |
| Support the board of director's priority to effectively engage business leaders in early childhood policy in Florida. | There have been no specific activities this quarter with regard to support for the business sector. |
| Maintain and expand shared services agreements with partners such as FLAEYC and FHSA. | The Children's Forum is actively engaged in a shared services agreement with FLAEYC and is coordinating planning for the annual conference in September 2019. The Forum is also updating and redesigning the FLAEYC website. |

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 | January - March 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 recently developed surveys that we sent to the early care and education field that focused on their training needs. Based on responses, the Forum will develop IACET-approved CEU courses. As of March 4, we have had more than 850 early childhood educators complete the surveys! |
| Write and promote news, stories, and op-eds in various media throughout the state. | No new activity. |
| Promote advocacy, effective policies and practices through the Forum communications. | The following emails were sent through MailChimp Jan. 1 - March 1 to various audiences: <ul style="list-style-type: none"> ● Mar. 1: Registry PFP March Requirements: Due 3/22/19 ● Mar. 1: Florida's 2019 Legislative Session: Early Care and Education Initiatives (Forum Spring newsletter) ● Feb. 27: There's Still Time to Tell Us Your Training Needs for a Chance to Win a Gift Card |

| Objectives | January - March 2019 |
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| | <ul style="list-style-type: none"> ● Feb. 21: Dear T.E.A.C.H. Scholar ~ Estimado T.E.A.C.H. Recipiente ● Feb. 19: Are You an Early Childhood Educator in Hillsborough County? (WAGE\$) ● Feb. 15: Tell Us About Your Training Needs for a Chance to Win an Amazon Gift Card! ● Feb. 15: Dear T.E.A.C.H. Scholar ● Feb.14: Children’s Forum Request RE: Training Surveys ● Feb. 13: Palm Beach Registry: Take advantage of Our Onsite Registry Resources ● Feb. 5: *Action Required* Your Palm Beach Early Childhood Registry Account Has Expired ● *Action Required* Your Palm Beach Early Childhood Registry Account is Expiring Soon ● Action Required Feb. 4 ● Feb 4: Dear T.E.A.C.H. Scholar ● Jan. 30: Presentation Proposals for the 2019 One Goal Summer Conference ● Jan. 24 Registry PFP Requirements ● Jan. 11: Registry PFP January Requirements ● Jan 10: Are You an Early Childhood Educator in Miami-Dade? (WAGE\$) ● Jan. 9: *Action Required* Your Palm Beach Early Childhood Registry Account is Expiring Soon ● Jan 9: *Action Required* Your Palm Beach Early Childhood Registry Account Has Expired |
| Engage the field through the Forum’s membership program. | The Forum’s Director level of our membership program was promoted in the Project GROW training needs assessment emails we sent out to the early care and education field. During the time of the campaign (2 weeks), 33 individuals became members at the Director level of |

| Objectives | January - March 2019 |
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| | <p>membership which is an unusually high number. By taking the survey and becoming members of the Children’s Forum, directors can fulfill their professional contribution requirement for the renewal of their Director Credential.</p> <p>Members who register online to become a member now have access to an account in the membership section of the portal where they can download a membership card and certificate.</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>Social media posts are regularly maintained and updated.</p> <p>As of March 4:</p> <ul style="list-style-type: none"> ● 2,196 people “like” the Forum’s Facebook page ● 2,102 people “like” the T.E.A.C.H. Facebook page ● 264 people “like” the WAGE\$ Facebook page ● 242 people “like” the ELCC Facebook page <p>The Miami team received social media training from the Forum’s Outreach and Innovation team and is now regularly updating their ELCC Facebook page</p> <p>In January, 111 people “like” the HMGF Facebook page with 99 shares; 400 people “like” the HMGFL instagram page and there were 5,537 impressions on Twitter with 87 engagements.</p> <ul style="list-style-type: none"> ● 5,5562 people “follow” the Forum’s Twitter page ● 205 people “follow” the Forum’s Instagram page ● 45 people subscribe to the Forum’s YouTube Channel |
| <p>Write and disseminate a quarterly newsletter to promote collaboration among providers of services for young children.</p> | <p>The Spring edition of the Forum’s newsletter was distributed on Friday, March 1. The newsletter focused on legislative initiatives and Forum news (the Project GROW Training Needs Assessments, WAGE\$ Availability in Pinellas and Hillsborough counties, our work on the Early Childhood Higher Education Barriers Initiative, and our upcoming presence at Children’s Week.</p> |
| <p>Promote and expand professional development</p> | <p>Partnership with Career and Technical Education Programs in Florida’s</p> |

| Objectives | January - March 2019 |
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| systems throughout the state to provide career pathways for early childhood and afterschool educators. | high schools and T.E.A.C.H.: 1176 applications have been submitted from 17 school districts for the National CDA. |
| Bring positive recognition to the Forum for the quality and excellence of the work. | The Forum continues to be represented in public forums as a reputable voice on behalf of early learning and child well-being. The Forum recently took a leadership role on the writing and submission of the Pritzker Prenatal - Three Planning Grant and worked collaboratively with all of the partners in its submission. |

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

| Objectives | January - March 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"> · New counties added to WAGE\$: <ul style="list-style-type: none"> --Pinellas County joined WAGE\$ on 12/1/2018 --Hillsborough County joined WAGES on 2/1/2019 · Active participants: 1155 · Participating child care programs: 411 · --527 WAGE\$ supplement payments were issued during this time period · --Six-month supplement average: \$519.00, the average six-month supplement is equivalent to at least \$.49 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"> · January 18, 2019 ELC of Pinellas Early Care and Education Conference (exhibit table) · February 2, 2019 Broward Early Childhood Education Conference (presentation and exhibit table) · Program recruitment: <ul style="list-style-type: none"> ○ January 2019 Children’s Trust Newsletter (program announcement) |

| Objectives | January - March 2019 |
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| | <ul style="list-style-type: none"> ○ February 2019 ELC of Hillsborough (Facebook video) |

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

| Objectives | January - March 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. | Met with DCF on preliminaries to establishing a working transfer of information between state and Forum registries. MOUs being developed. |
| Maintain websites that will serve as the information and resource hub for the early learning field. | The Help Me Grow Florida website is being revamped and the new website should be live by April 1st. |
| Provide leadership and administration of the Help Me Grow Florida project to increase the access and availability of services for children and families. | <ul style="list-style-type: none"> ● On 1-9-2019, the HMGFL Program and Training Manager presented at the Act Early Ambassador Bi-Monthly Technical Assistance Session. The topic was on how Help Me Grow has utilized LTSAE materials and resources in our outreach efforts. ● On 1/25/2019, the Statewide Director and Program and Training Manager met with OEL staff to discuss future partnerships and ways to collaborate with ELCs. ● On 1/25/2019, the HMGFL Program and Training Manager met with owner of Scottsdale Academy to share information with her about Help Me Grow and LTSAE. ● 2/8-2/9/2019, the HMGFL State Director attended the Florida Association of School Nurses Conference to promote Help Me Grow. There were over 100 nurses at this conference. ● The Help Me Grow State Meeting was held February 21 and 22 in Daytona Beach. Several professional development sessions were held for the affiliates that included Engaging, Collaborating, and Building Collective Impact; Learning to Love |

| Objectives | January - March 2019 |
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| | <p>Continuous Quality Improvement, Community Based Developmental Screening; Infant Mental Health Endorsement Process and Framework; Reflective Supervision, and Child Language Development as a Social Determinant of Health. The speakers were amazing.</p> <ul style="list-style-type: none"> ● 2/25-2/26/2016 The HMGFL Statewide Director participated in the OEL Systems Network meeting with the Early Learning Coalitions' CCRR staff, Inclusion staff, and Coaches to promote collaboration of Help Me Grow. ● Data Summary - October through December <ul style="list-style-type: none"> ○ 1388 families contacted HMG ○ 1488 screenings were conducted ○ 38% of families indicated their child's learning environment was in the home. ○ 52% of screenings showed a concern. ○ 291 healthcare providers were educated on HMG ○ 260 family and community events were held or participated in by affiliates ○ 11 HMG Books, Balls, and Bocks screening events took place. ○ 1285 individualized family referrals were made to community agencies ● Data Summary - January, 2019 (February data is not yet available) <ul style="list-style-type: none"> ○ 470 families served ○ 503 children served ○ 513 screenings completed ○ 65 family and community events were held or participated in by affiliates. ○ 97 healthcare providers were educated on HMG ○ 506 individualized family referrals were made to community agencies. |

| Objectives | January - March 2019 |
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| | <ul style="list-style-type: none"> ○ 598 contacts were made to HMG through 211 |
| Support diversity in the early learning and afterschool workforce. | The Forum continues to track diversity through our data systems with regard to racial and ethnic diversity. |

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 |
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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 | The Forum took the lead in responding to the Pritzker Grant which has the potential to become an action grant for Florida. |
| Increase unrestricted revenue. | |
| Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum. | This has been accomplished. |
| Maintain positive audit results and monitoring reports that reflect the quality of our work.. | Monitoring reports have been positive. An audit of our contract with CSC resulted in a return of slightly more than \$2K with regard to the manner in which we pro-rate expenses. |
| Maintain quality assurance practices to ensure the ongoing quality improvement of services. | The staff continues to implement quality assurance measures in the operations of our programs. Recipients of services are asked to complete surveys to evaluate our services and their experiences with our staff. |
| Strengthen the internal culture of the Forum through staff recognition and professional development opportunities. | The Forum maintains an internal committee to engage staff in moral building activities, suggestions, and professional development opportunities to strengthen the organization. |

