# CFlogo

# **President’s Report**

# **Activities and Progress**

# **Strategic Plan**

# October 26, 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 for early education and afterschool practitioners at the local, state and national levels.**

| **Objectives** | **4th Quarter Progress**  **July – September 2018** |
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| The Early Learning Career Center in Miami-Dade County will provide professional development guidance, support, resources, and scholarship assistance to early learning educators. | The Career Center conducted information sessions and outreach within the community to inform child care programs and educators of shifts in the system including that The Children’s Trust scholarships and WAGE$ supplements have been opened up county-wide. The Career Center has worked with educators to provide required data and processed scholarship requests and administered scholarships. |
| The Refugee Project through the HHS, Administration for Children and Families will be launched to recruit and train 20 refugee women in becoming quality family child care home providers in Miami-Dade County. | Refugee women participating in the program were provided guidance, technical assistance, and materials for their FCCH. This grant ended on September 30, 2018. |
| The Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood® Scholarship Program providing scholarships to improve compensation, education, and retention in the field of early care and education will continue to be a valuable resource to the field. The results will be reported to policymakers and funders. | T.E.A.C.H. Program Update:   * T.E.A.C.H. has reached out to High School – Career and Technical Education programs to assist their students with National CDA scholarships * We now have 56 active, 14 pending and 1 graduate of our Master’s scholarship * We are working with Child Care Services in North Carolina to gather information for a longitudinal study of our recent Associate and Bachelor Degree graduates. We will gather data for three years     Current T.E.A.C.H. data:   * 3,167 current active scholars * 626 current pending scholars * 1,501 applications have been received since July 1 * 6,205 web hits on the T.E.A.C.H. web page in May 2018 * 25 Facebook posts in September * 8 outreach activities |
| The Forum will 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 (July 2018-September 2018): 122 * Miami-Dade Registry: Centers Closed (July 2018-September 2018): 0 |
| The Child Care Evaluation Services program will provide services under contract with the Department of Children and Families (1) to evaluate applications of recognized accreditation associations for inclusion in the state’s Gold Seal Quality Care program and maintain the Gold Seal database, and (2) to evaluate applications of early childhood training providers for eligibility as Florida Child Care Professional Credential (FCCPC) training program providers. | Gold Seal Quality Care Program   * Facility: 1,580 * Large Family Child Care Homes(LFCCH): 73 * Large Family Day Care Home(LFDCH): 76 * Religious Exempt: 17 * School Exempt: 116   Totoal: 1,862 Programs with a Gold Seal Designation.    Gold Seal Associations Updates:   * 15 Accrediting Associations approved for Gold Seal * GAACS, and APPLE’s five year renewal applications have gone to the Gold Seal Review Team for approval     Florida Child Care Professional Credential (FCCPC)   * 32 FCCPC training sites * 1 program is currently inactive at this time     Other Program News   * Child Care and Evaluation Services contract with DCF has been renewed for another five years |
| The Forum will maintain the ability to issue Continuing Education Units as an authorized provider of the International Association of Continuing Education and Training (IACET). | The Forum is developing a training department that will provide best-practice (IACET approved) professional development courses designed to meet the current needs of the field as determined through a comprehensive needs assessment. In addition, we are creating a network and platform for Forum-approved trainers to advertise other training opportunities relevant to the early learning field. |

**Goal 2**

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

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| **Objectives** | **4th Quarter Progress**  **July – September 2018** |
| Relevant research studies and policy briefs will be disseminated to various audiences to include practitioners and policy makers to inform the field and improve practices. Information can be disseminated in e-blasts to reach nearly 25,000 individuals in the early care and education field, on our Facebook page where we have more than 2,000 “likes” and on Twitter where we have more than 5,400 followers. | The Forum submitted a pre-proposal to the Early Childhood Research Quarterly requesting to submit an article on the Miami-Dade County Quality Improvement System Workforce Study.  Recent Email Blasts sent through MailChimp to Forum members, partners and friends:  -July 3: One Goal Summer Conference 2018 Registration  -July 23: FLAEYC Booklet  -July 25: NAEYC Institute at FLAEYC 2018 Conference  -July 27: Don’t Miss the 2018 FLAEYC Leadership Summit!  -July 30: Opening Keynote at FLAEYC 2018 Conference  -August 1: FLAEYC 2018 Conference Special for Directors  -August 29: T.E.A.C.H. Longevity Study  -September 5: T.E.A.C.H. Longevity Study Reminder  -September 14: FLAEYC Thank You for Conference Attendees, Presenters, and Sponsors  -September 26: Council Changes National CDA |
| Grant proposals will include a strong evaluation component to test efficacy of proposed strategies and measure outcomes for practitioners and ultimately the children they serve. | The Forum is working with The Children’s Trust on a proposal to Brady Education Foundation to further evaluate Quality Improvement System efforts in Miami-Dade County. |

**Goal 3**

**The Forum will provide collaborative leadership to promote effective public policy advocacy for early care and education and school-age services.**

| **Objectives** | **4th Quarter Progress**  **July – September 2018** |
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| Participate and serve on various state and national level leadership initiatives to promote effective public policy and best practice. | Forum HMG staff serve on the Early Childhood Comprehensive Systems State Advisory Council and State Improvement team as part of the work of MICHIEV and the Florida Association of Healthy Start Coalitions. The work of these groups will contribute to identifying common metrics for a statewide early childhood data system. Staff have attended 6 meetings and/or workgroups, during this quarter, as it relates to this work. |
| Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations. | The Forum jointly participated with FLAEYC in recognizing legislative leaders during the last legislative session at the FLAEYC Conference in September. The Forum also participated in the Early Learning Consortium activities. The Forum’s legislative priorities (Help Me Grow for $4.5M, T.E.A.C.H. for $10M, and Child Care WAGE$ infrastructure for $600K) are included in Consortium priorities. |
| Present and display at local, state and national conferences on relevant topics demonstrating the expertise of Forum staff and value of programs administered. | Forum staff provided several presentations on Child Care WAGE$®, T.E.A.C.H., and HMG at the One Goal Conference in Tampa, FL July 18-20, 2018 and at the Florida Association for the Education of Young Children (FLAEYC) conference in Orlando Sept 6-9, 2018.  The Forum organized a preconference Leadership Summit (Compassion to Action) as a kick-off to the FLAEYC conference that focused on Trauma Informed Care and Implicit Bias; Dr. Walter Gillium was the keynote speaker.  Forum staff presented on HMG at the First 1000 Days Summit in West Palm Beach Sept. 26-28, 2018 and also received one of Best in Show ribbons for the Best Practices Poster Showcase on September 26. |
| Support the board of director’s priority to effectively engage business leaders in early childhood policy in Florida. | Phyllis was the keynote speaker for the Power Lunch for Jack and Jill Children’s Center in Ft. Lauderdale, FL. There were approximately 300 business leaders in attendance. |

# **Goal 4**

# **The Forum will maintain a sustainable marketing plan in order to support local, state and national agencies in educating the public about the value of high quality early care and education and school age services.**

| **Objectives** | **4th Quarter Progress**  **July – September 2018** |
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| Continue to assess the needs of the field and secure funding to support the mission of the organization. | Sponsored by a contract with the Office of Early Learning, the Forum developed and delivered four Prekindergarten to Kindergarten transition summits presented regionally within the state from June 20 through August 2, 2018. |
| Take advantage of opportunities to write and promote news, stories, and op-eds in various media throughout the state. | Drafted a press release for the ELC of Pinellas County to distribute regarding the offering of the WAGE$ program to help the child care workforce in targeted high-need communities. In addition, a media advisory was distributed to local media in Orlando to promote the FLAEYC Advocacy Awards ceremony and BACA (Bikers Against Child Abuse) and legislators who were award recipients. |
| The membership program will serve as a conduit for promoting advocacy, effective policies and practices for early care and education. | Our membership program continues to generate new members. From July-September, 146 individuals either became members of the Forum or renewed their Forum membership. |
| A Forum presence on social networking sites (Facebook,Twitter, Instagram, Pinterest and YouTube) will be maintained to increase partnerships, build awareness of programs/services and receive online donations. | HMGF has posted at a minimum four times per week on Facebook, Twitter, and Instagram during the last quarter to build and maintain awareness of HMGF and the Childrens Forum programs.  July: 1011 Facebook likes, 1072 Instagram followers, 359 Twitter followers, and 148 HMGF Newsletter subscribers. Pandora media campaign ran from 7/9/18-7/22/18 in all HMGF counties.  August: 1041 Facebook likes, 1111 Instagram followers, 364 Twitter followers and 156 HMGF Newsletter subscribers. HMG marketing campaign for Books, Balls, and Blocks ran from 8/24/18-8/31/18 and reached 1363 people.  September: 1059 Facebook likes, 1137 Instagram followers, 381 Twitter followers  The Children’s Forum regularly posts on our Facebook, Twitter, and Instagram pages. Currently, the Forum has 2,147 people who like our Facebook page, 5,621 people who follow us on Twitter, and 193 who follow us on Instagram. In addition, the Forum’s T.E.A.C.H. and WAGE$ programs have their own individual Facebook pages. Currently those pages have 2,014 and 249 likes, respectively. |
| A quarterly e-newsletter will be written and disseminated capturing relevant topics and promoting collaboration among providers of services for young children. Marketing materials will continue to be developed and updated. | No e-newsletter was published this quarter due to reallocation of staff time and resources in preparation for the FLAEYC conference. Since registration numbers were initially low, we dedicated the majority of our energy toward increasing registration, which was a successful endeavor. |
| Professional development systems will be promoted and expanded throughout the state to provide career pathways for early childhood and afterschool practitioners. | T.E.A.C.H. expanded scholarship models to support scholars from high school through graduate school. T.E.A.C.H. Outreach materials have been created to support each step in the professional development pathway. |

# **Goal 5**

# **The Forum will promote compensation initiatives for early care and education professionals commensurate with the critical importance of their work.**

| **Objectives** | **4th Quarter Progress**  **July – September 2018** |
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| The WAGE$ program providing wage and salary stipends will be promoted through the successful implementation in existing areas and publication of results. | * Active participants: 925 * Participating child care programs: 336 * 357 WAGE$ supplement payments were issued during this time period * Six-month supplement average: $615.00, the average six-month supplement is equivalent to at least $.57 cent an hour |
| The WAGE$ program will be promoted in conferences, newsletters, and response to inquiries statewide. | * One Goal Summer Conference, exhibit table * FLAEYC Conference, exhibit table 1,000 attendees |

# **Goal 6**

**The Forum will provide collaborative leadership and develop tools (strategies) to improve systems of care, education, and healthy development for all children and youth.**

| **Objectives** | **4th Quarter Progress**  **July – September 2018** |
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| The Professional Development Registry will be further developed and honed to serve as a valuable resource for decision-making and further deployment in the state. | The PDR management and interface pages are being re-written in response to the changing needs of our major clients and the State of Florida’s registry efforts. The PDR is being expanded so that it can be available to ALL state ECE workers, not just those in Miami-Dade, though it will continue to specifically support the Miami-Dade efforts. |
| An Online Events System (OES) will continue to be refined and marketed to coalitions and other nonprofits. | The marketing of the OES as a separate tool is no longer viable, as similar services are incorporated and offered by a myriad of other players, often for free. We are continuing to support the 2 remaining clients, but no longer see this as a standalone product, but one that we will incorporate into our other online systems as a “feature”. Presumably, this item will be dropped from future quarterly reports. |
| The website will serve as the locus of information and resources for the early care and education field to include news, advocacy awareness and relevant tools to assist early care and education practitioners. | The Forum’s online Portal has been the focus of our efforts for the last several months and will continue to be for the near future. The Portal development is directly linked to the revamping of all Forum-related program sites. The result will be more focused and useful sites, with less duplication and cleaner, more directly accessible information. |
| The Program Assessment Center will provide classroom assessment services to early learning coalitions and other interested parties using the Environment Rating Scales, CLASS, and training and technical assistance. | The Program Assessment Center offices closed as of 9/30/18. |
| The Forum will create a model for leadership  development for early learning to provide a venue for training both those in field and out of field to strengthen leaders to achieve positive policy changes for ECE. | The Leadership Model has been created, and the Forum is actively seeking funding sources. This may become one of the professional development opportunities available through the expanding training department. |
| The Forum will provide leadership and administration of the **Help Me Grow  Florida** project to increase the access and availability of services for children in communities where services are provided. | HMG Data for July and August 2018 (September data is currently being analyzed and not yet available to report:  Children served: 1072  Families served: 1003  # of screenings completed: 1067  Referrals made: 757  Healthcare Provider Outreach: 200  Family/Community/Service Provider Outreach: 248  Exposures at events: approx. 40,709  Calls placed to the 211-call center for HMG: 993 |
| The Forum will administer a planning grant from Volunteer Florida to determine the feasibility of launching an AmeriCorps service program aimed at recruiting underrepresented populations into the ECE teaching field. | Final reporting was conducted for this project which ended in July 2018. It was determined that conducting an AmeriCorps service program would not be feasible given budgetary and project limitations of the funder. |
| The Forum will provide services to support the Florida Association for the Education of Young Children (FLAEYC) to include back-end administration and conference / event planning and management. (New Strategy) | The Forum has successfully completed responsibilities associated with planning and executing activities for the FLAEYC annual conference. In addition, the Shared Services Coordinator at the Forum has provided ongoing to support to local chapters and to the FLAEYC Board. |

**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** | **4th Quarter Progress**  **July – September 2018** |
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| Respond to four Invitations To Negotiate or Request for Proposals that are consistent with the strategic plan goals. Assure that the potential revenue from each proposal is of a significant amount to warrant the time and effort to respond or of significant strategic value. | No RFPs were released that the Forum applied for. The Forum has taken the initiative to lead the development of the Florida Early Learning Disaster Relief Fund and has recruited partners to help publicize and raise funds. |
| Increase revenue from membership and the number of members by 5%. | The membership revenues for this quarter are $6, 345. (62 Directors-$50 membership fee); 3 Supporting Members-$100 membership fee; 79 Teachers-$35 membership fee); and 2 three-year membership for Teachers-$90 membership fee) |
| Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum. | Completed. |
| Seek opportunities to bring positive recognition to the Forum for the quality and excellence of the work the organization provides. | The Forum was recognized as a Family Friendly Workplace from the City of Tallahassee. This information as shared on the Forum’s website and social media platforms.  This is accomplished through the communications activities as well as through leadership opportunities, e.g. Florida Early Learning Disaster Relief Funding proposal. Phyllis has also served as keynote speaker for various organizations. |
| Audit and monitoring reports are positive reflecting the quality of the work of staff. | No monitoring reports have been released for this quarter. |
| A process for quality assurance is in place to ensure the ongoing quality improvement of services to our respective audiences. | Quality assurance measures are incorporated into all of the Forum activities to include surveys to solicit feedback from those we serve. These data are used to make program improvements and to share with our respective audiences on the success of our programs. |
| Strengthen the internal culture of the Forum through revised staff orientation practices, morale and recognition systems and professional development opportunities. | The Forum continues to provide monthly birthday and workplace anniversary celebrations. In addition, *Forum Focus*, an internal e-newsletter focusing on employee achievements, conferences employees attended, vacations taken with their families, new employees, employee birthdays, workplace anniversaries, and general announcements, continues to be distributed to employees. *Forum Focus* is generally distributed once a month. |