



# FIRST STEPS

Getting children ready for school.

SOUTH CAROLINA

## 2018 January Leadership Webinar



January 16, 2018 10:00-11:30 AM

To access this meeting by voice, please  
dial 888-537-7715,  
participant code 43126552#

<https://attendee.gotowebinar.com/register/96733221544311042>



# Today's Agenda

1. Welcome - State Director Georgia Mjartan
2. Legislative Update
3. SC Infant-Early Childhood Mental Health Endorsement
4. Evidence Based Programs
5. Non-Profit Management/Board Development - new resources
6. Chairmen's Summit – recap 2017/planning 2018
7. Finance Update
8. Program Updates –PAT, 4k, EHS
9. Announcements and Key Dates

# Legislative Update

## **Legislators Serving on the SC First Steps Board**

- Sen. Greg Hembree
- Sen. Gerald Malloy
- Rep. Rita Allison
- Rep. Jerry Govan

## **H 3591 – Reauthorization of SC First Steps**

- Working with Sen. Shane Martin seeking removal of his name from the bill so it can move to the floor of the Senate for vote

## **Budget Request**

- Total request of \$5,257,736
- \$1,830,000 for Local Partnership (direct)
- \$737,000 Partnership Data System
- \$250,000 Partnership Financial Management System
- \$2,346,038 Tax Credit to Incentivize Quality Childcare and Childcare Teacher Retention
  - Collective Effort of SC First Steps, Children’s Trust, SC United Way, Institute for Child Success, and Save the Children (5 County Pilot)

## **Senate Education Committee Presentation- <https://www.scstatehouse.gov/video/archives.php>**

### **S 840 Creating a Department of Early Development and Education (Talley)**

- SC First Steps, WIC, Head Start Collaboration Office, BabyNet, Nurse-Family Partnership, ABC Childcare Program, Office of Early Learning, Childcare Block Grant, Etc.

# Infant-Early Childhood Mental Health



*Social, emotional, and behavioral well-being of young children and their families*

Children's developing capacity to:

- Experience, regulate, and express emotion
- Form close, secure relationships
- Explore the environment and learn

*(adapted from ZERO TO THREE)*

# I-ECMH: An Issue for *All* Disciplines, Sectors, and Systems

Child Care  
and School

Health Care  
and Public  
Health

Part C Early  
Intervention

Child Welfare

Home Visiting

Juvenile  
Justice

Mental Health

Head  
Start/Early  
Head Start

Part B Special  
Education

# I-ECMH Workforce Competencies

Reasons why workforce competency systems are needed for infant-early childhood mental health:

1. Training and professional development
2. Enhancement of professional credibility
3. Ensure practitioners are qualified
4. Financial reimbursement



From: *Infant, Toddler, and Early Childhood Mental Health Competencies:  
A Comparison of Systems*

*MI-AIMH Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health®*



Michigan Association for

# Infant Mental Health

Learning and growing together.



# What are IECMH Workforce Competencies?

The I-ECMH Competencies and Endorsement® system, is a **nationally recognized, evidence-based** system of I-ECMH standards and competencies promoting professional development pathways for all infant, child, and family-serving workforce sectors.

The I-ECMH Competencies and Endorsement® system offers guidance for professional development pathways to build a skilled and competent workforce that understands the profound impact that a child's early experiences have on short-term and later life success.



# IECMH Competencies System

## Competencies

The Competency Guidelines® provide descriptions of the knowledge and skill areas that guide best practices in work with and on behalf of infants, very young children and families.



## Endorsement System

- Endorsement® is granted through documentation and verification of the required specialized education, work, in-service training, and reflective supervision/consultation experiences.
- It is a standardized process offering different designations (categories) to correspond with a provider's practice setting, level of expertise, and specificity of training and course work.
-



SOUTH CAROLINA

**Infant Mental Health Association**

SCIMHA is responsible for implementing South Carolina's *Competency Guidelines*® and *Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health*®.

**SCIMHA.org**



Alliance for the Advancement of  
**Infant Mental Health**

**Promoting early relationships birth to five**

The Alliance for the Advancement of Infant Mental Health® (The Alliance) is a global organization that includes those states and countries whose infant mental health associations have licensed the use of the *Competency Guidelines®* and *Endorsement for Culturally Sensitive, Relationship-Focused Practice Promoting Infant Mental Health®* under their associations' names.



# What's Next?

## **I-ECMH Endorsement Leadership Cohort**

- 9 individuals
- Diversity of disciplines/workforce sectors
- Range of Endorsement Categories



# Leadership Cohort Requirements

- Attendance at I-ECMH Competencies Launch Event: **January 18-19**
- TA from Alliance for Advancement of Infant Mental Health
- Attendance at Reflective Supervision Training: **February 21-22**
- Reflective Supervision sessions with national consultant 2x/month (by phone) *\*if needed to achieve Endorsement*

# THANK YOU!

Kerrie Schnake  
[schnake@musc.edu](mailto:schnake@musc.edu)  
843-876-2802



[www.SCPITC.org](http://www.SCPITC.org)

# FIRST STEP LEGISLATION - SECTION 59-152-25.

## Definitions.

**(A) "Evidence-based program"** means a program based on a clear and consistent program model that is designated as such by the South Carolina First Steps to School Readiness Board of Trustees because the program:

- (1)**
- (a) is grounded in published, peer-reviewed research that is linked to determined outcomes;
  - (b) employs well-trained and competent staff to whom the program provides continual professional development that is relevant to the specific model being delivered;
  - (c) demonstrates strong linkages to other community-based services; and
  - (d) is operated to ensure program fidelity; or
- (2)** is commonly recognized by experts in the field as such a program.

In August 2017, SCFS Board of Trustees adopted the definition of evidence-based as:

At a minimum, an evidence-based program should have the following 5 components:

1. a). RESEARCH STUDY: Findings of program effectiveness should be demonstrated through at least one well-conducted research study using random assignment or quasi-experimental design that has been published in a peer-reviewed journal for that particular program. The Board may also consider externally conducted research subjected to third-party peer review by SC First Steps.

b). META-ANALYTIC STUDIES: Alternately, there may be findings of significant impact on school-readiness related outcomes from meta-analytic studies (where the results of multiple single studies are combined quantitatively and published in the peer-reviewed literature).

2. IMPLEMENTATION: The staff delivering an evidence-based program at the local level must be specifically trained and qualified to implement the program, and staff must monitor program delivery to ensure fidelity to the program model.

3. PROFESSIONAL DEVELOPMENT: Staff delivering the program must also have support of supervisors or consultants with opportunity for continual professional development activities.

4. COMMUNITY ENGAGEMENT: Finally, as no one program or service can meet all needs that a child and family may face, local providers must have the ability to make linkages to other community services, as needed and as appropriate, during the time of program delivery.



# Question to be answered - #1



## **Does the program appear in any of the Evidence-Based Practice Resource Lists on Child and Family Services recognized by experts in the field?**

1. Home Visiting Evidence of Effectiveness (DHHS)
2. What Works Clearing House (USDOE),
3. National Registry of Evidence Based Programs and Practices (SAMSHA)
4. The Smart Start Resource Guide of Evidence-Based and Evidence-Informed Programs and Practices
5. Promising Practices Network (PPN) on Children, Families and Communities
6. California Evidence Based Clearing House for Child Welfare
7. Office of Juvenile Justice and Delinquency Prevention's Model Programs Guide
8. Child Trend's Lifecourse Interventions to Nurture Kids Successfully (LINKS)

# Questions to be Answered- #2



1. Is the program/strategy described in a peer reviewed research article evaluated by either a random assignment or quasi-experimental design or from a meta-analysis of multiple single studies?
2. Does the research described in the peer-reviewed journal article demonstrate program effectiveness?
3. Does the published research describe program implementation as the strategy is currently (or could be) implemented? That is, are strategy accountability standards (or could they be) written so that strategy implementation matches implementation in the research study that demonstrated effectiveness?

# NEXT STEPS



- ED Program and Grants Committee meeting – January 25 – 10:00 AM
- State Board Program and Grants Committee meeting to review procedure for designation and recommend programs to be added to current evidence based list – meeting date TBD
- First Steps State Board Meeting additional programs added to list as per P&G motion– February 16



# Resources for Nonprofit Management

<http://scfirststeps.com/governance/>



## Training Solutions

In Person - Facilitated

Board As Teams

Recruitment for High Performing Boards

Fundraising for Enthusiastic Boards

Next Up ...

Planning for Executive Transitions

## Ten Minute Tips

By Recorded Webinar

Creating High Performing Boards Using The Board Matrix Worksheet

Strengthening Your Organization's Integrity Using Effective Conflict of Interest Practices

Next Up ...

Planning for Executive Transitions

## Resources

Downloadable Supports

Together SC - Guiding Principles and Best Practices

Board Governance Resource File

Next Up ...

Executive Transition Resource File

Board Meeting Minutes Template

# Chairmen's Summit – Recap/Planning

## Participant Survey Results:

- Attendees found Summit theme timely and meaningful
- Respondents enthusiastic about all aspects of conference
- 88% gave highest marks to Dr. Freeman Hrabowski's keynote
- Participants appreciated substantive information from panels
- Suggest more interactive sessions next year
- Significant majority of respondents will recommend the Summit to friends and colleagues

## Planning for 2018 Summit on Early Childhood

- Save the Date! December 7, 2018
- Summit Planning Committee will convene soon
- Contact Cassie Barber [cbarber@scfirststeps.org](mailto:cbarber@scfirststeps.org) 803-734-4165 to join the committee

# Financial Software Update

## ➤ **OLD SOFTWARE:** Universal Management System (UMS)

- **Procured in FY 2001** *(SC First Steps Owns The Software)*
- **Contractor Upgrades end December 2017**
- **Contractor Support end December 2018**

## ➤ **NEW SOFTWARE:**

- **Presently have submitted to State Procurement for advertisement**
- **Modules Needed/Wanted**
  - ✓ **Payroll**
  - ✓ **Accounting**
  - ✓ **Procurement**
  - ✓ **Real-Time Reporting**
  - ✓ **Workflow** *(procurement & Accounting)*
    - Workflow approval process
    - Ability to upload paper invoice and other documents
    - LP ED enters or approves
    - LP Board member approves
    - Accounting firm employee processes
    - Accounting firm manager approves

# Financial Software Update

## ✓ **Donations** *(donor mgmt., addresses, "Thank You Letters)*

- Online donations
  - Interface with accounts receivable
  - Donor database *(names, telephone, addresses, email, etc.)*
  - Ability to email notices/memos to donors
- 
- **Paperless** *(upload/ scan documents into software)*
  - **Projected Contract Award January 2018**
  - **Training: March – June 2018**
  - **Effective July 1, 2018** *(tentative)*

# Finance Update

- Please follow-up with Annie/Beverly if you have submitted a reallocation and it's not processed within 3 business days.
- Please make sure all attachments and signatures are secured when submitting your reallocation.
- A handout with instructions on how to properly fill out the Total Program (All Funding) column on the reallocation form is forthcoming.
- If you have an urgent concern please call Annie/Beverly so that they are able to immediately assist.

Annie: 803-734-8146, Beverly: 803-734-0413



# SC Parents as Teachers



Parents as Teachers



- SC PAT Evaluation Results are in from Compass Evaluation & Research, Inc.
  - SC First Steps PAT Affiliates show high fidelity to the Model
  - Parents are improving over time in their parenting skills
  - Children and parents are showing growth in early literacy
- Tune in to a Webinar Presentation by Sarah Heinemeier and Staff to find out more about the evaluation on Feb. 5<sup>th</sup> at 11:00 AM
- Contact Mary Anne Mathews if you need the link to register.

# Parents as Teachers Training



Parents as Teachers

- January 19** ASQ-3 and ASQ-SE2 in Columbia
- January 24** PAT Implementation Webinar w/Christy Roberts 2:00
- January 30** Life Skills Progression (LSP) Training in Columbia
- February 1-2** Interactions Across Abilities in Winston-Salem, NC
- February 2** ACIRI Training in Union, SC
- February 5-9** PAT--- FMI training in Raleigh, NC - registration open
- February 21-22** PAT F2 Training in Raleigh, NC - registration open
- February 25** ASQ-SE 2 Webinar
- April 16-20** PAT FMI Training in Greenville, SC—not on training site

# Parents as Teachers 2016-17 SC PAT State Report



Parents as Teachers



- 42 sites in South Carolina
- 1,967 families and 2,259 children (prenatal-5 yrs.)
- 31,674 home visits conducted
- 93% of children enrolled received annual screening
- 97% of 19-25 mo. old children had up-to-date immunizations
- 87% family retention rate (excluding those who moved out of the service area)



# 4K News

- **Building Learner Outcomes through Opportunities and Models**  
**BLOOM** provides personalized plans for professional growth for First Steps 4K teachers for the 17-18 term . Individual goals will support the translation of knowledge into practice. Regional Coordinators will guide, support, and coach teachers during bi-weekly visits to build dynamic learning environments and positive relationships.
- **National Director's Credential** through the McCormick Center for Early Childhood Leadership and National Louis University  
SCFS 4K will be awarding this credential to the 17 directors that have recently completed the project year. This has been a fantastic pilot, facilitated by Kristine Jenkins, and we look to expand. We would welcome conversation with any interested Executive Directors.



## 4K Territories:

**Cassandra Legette, Lead \*** - Richland

**TBD\***- Chester, Chesterfield, Fairfield, Kershaw, Lee, Richland, York

**Carla Brown \*** - Anderson, Greenwood, Laurens, Oconee, Pickens

**Sharon Bruton \*** - Cherokee, Spartanburg, Union

**Anna Henrickson \*** – Aiken, Richland

**Meada Fogle \***- Aiken, Barnwell, Bamberg, Orangeburg

**Joy Mazur,** BLOOM coordinator - Lexington, Newberry, Richland

**Kristine Jenkins, Lead \*\***- Florence, Horry, Marion

**Shayla Pettigrew\*\***- Darlington, Dillon, Florence, Marlboro

**Deborah DePaoli \*\***- Lexington, Saluda, Sumter

**Cindy Galloway \*\***- Horry, Marion

**Jeanne Voltz-Loomis \*\***- Georgetown, Horry, Williamsburg

**Lorie Caldwell \*\***- Allendale, Beaufort, Berkeley, Dorchester,  
Hampton, Jasper



## SC First Steps 4K News

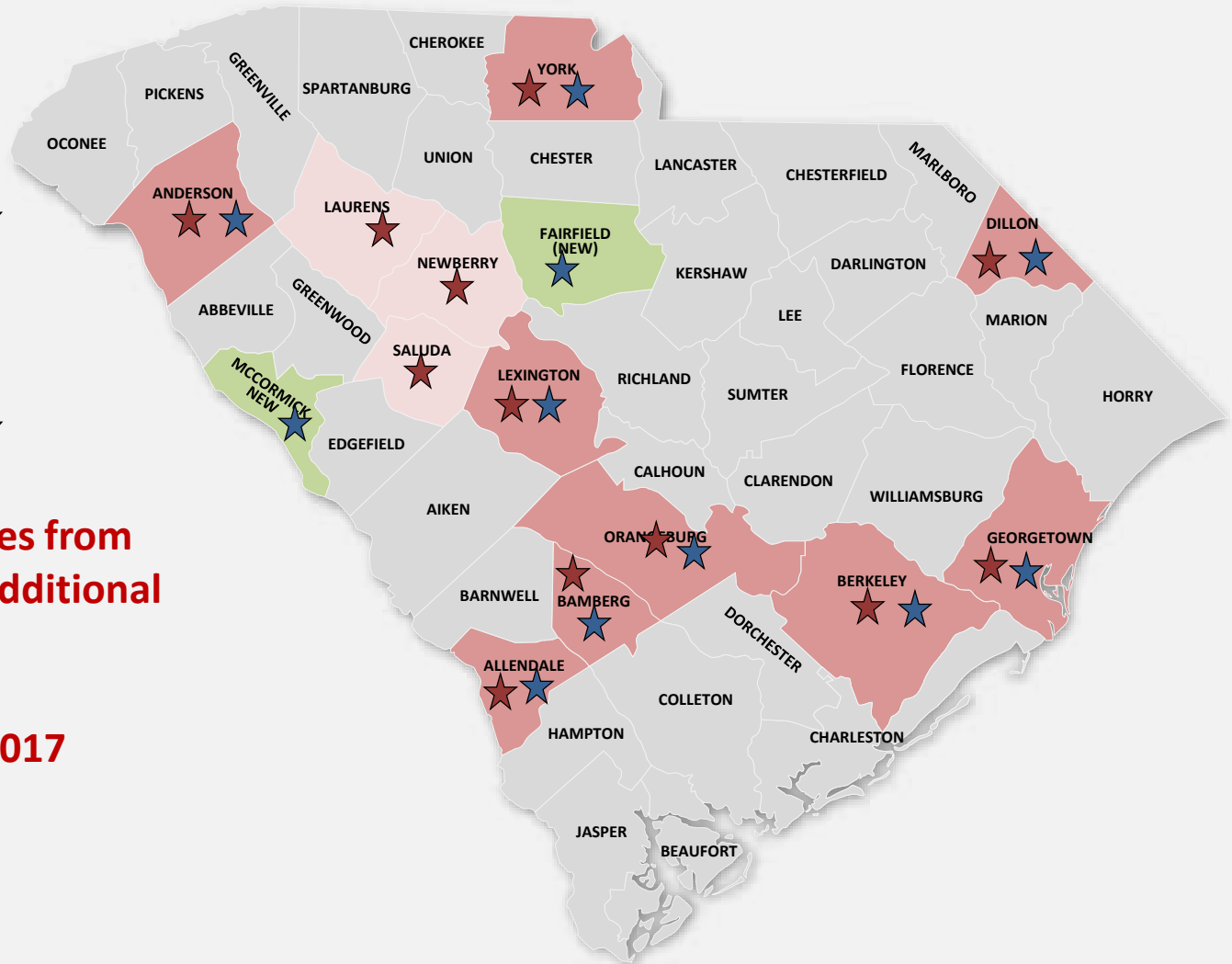
- We wish Barbara Black well in her retirement! We are in the process of interviewing now to fill her position. Cindy Galloway and Lorie Caldwell are recent hires to our team.
- 2018-2019 Applications for new 4K Providers are on our website. Referrals from our County Partnerships are welcomed and appreciated.
- Student applications for 2018- 2019 have been sent to our current participating 4K partners. Please help us get the word out for enrollment.
- Our new SC Early Learning Standards have met ADA compliancy and will be posted on-line by the end of January. We have included a printed copy for every County Partnership ED in our 4K order. Look for news of a webinar announcement on January 22. Professional development and training plans will be announced as well.

# SC First Steps to School Readiness Early Head Start - Child Care Partnerships (EHS-CCP)

**EHS-CCP: Round 1:** ★  
**254 slots**  
**12 counties**

**EHS-CCP: Round 2:** ★  
**162 additional slots**  
**11 counties (9 counties from Round 1 and 2 new additional counties)**

**Beginning March 1, 2017**



**Total EHS-CCP Funding: \$34.7 million, 14 counties, 416 slots**



# Early Head Start-Child Care Partnership

Feb 22-28<sup>th</sup> - Annual Self Assessments conducted

- **Round 2** - 12 out of 20 classroom contracts received.
- **New classrooms** in existing partner sites:
  - Little Smurf's in Andrews
  - Pawley's Island CCC in Pawley's Island
  - Wright Way in Eutawville
  - Little New Steps in Allendale
- **New partners:**
  - Love N Cherish in Rock Hill
  - McCormick Even Start in McCormick
  - Wright's Daycare in Santee
  - Midlands Primary Learning Center in Lexington



# Announcements

## ➤ **Palmetto Basics - community mobilization**

<http://palmetto.thebasics.org/>

Information sent to all ED's end of November:

- Palmetto Basics fact sheet
- Sample MOA for signing up local champions
- Sample MOA outlining the terms of becoming an official Palmetto Basics affiliate - opens the door to more campaign resources and the opportunity to add your local information to Palmetto Basics materials

## ➤ **SC Palmetto Learning Alliance for Youth (PLAY)**

Partnership for building collaboration between early childhood programs and public libraries and museums

## ➤ **FS Data system:** ITERS-3 is now available for data entry

# scprofile.com



[State Profile](#) [County Profiles](#) [About](#)



EARLY CHILDHOOD  
WORKFORCE



FAMILY, HEALTH,  
AND SERVICES



EARLY CARE  
AND EDUCATION



EARLY CARE AND  
EDUCATION CREDENTIALS

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**Early Care and Education**  
FS 4K enrollment for the prior school year

**Support Services**  
Local partnership numbers served (2015-16, will update to 2016-17 ASAP)

## Aiken County



[View Data Source Information \(PDF\)](#)

## Profile



### Demographic

Aiken is a county located in the U.S. state of South Carolina. Population estimates as of July 1, 2015 were 167,458. Persons under the age of 5 were 5.60% of the population with persons under the age of 18 is 21.90%.

Race population is 71.30% Caucasian, 25.30% African American, 5.50% Hispanic/Latino, and 0.40% American Indian/Alaska Native, and 0.10% Native Hawaiian or Other Pacific Islander.

The median income for a household in the county was \$45,759 and the median income for a family was \$57,064. Males had a median income of \$39,217 versus \$29,199 for females. The per capita income for the county was \$25,321. About 16.30% of families and 18.10% of the population were below the poverty line, including 26.80% of those under age 18 and 16.20% of those 65 or over.

This county has public transportation.

# FY 17 Calendar of Events

## **SCECA Conference – January 25<sup>th</sup> to 28<sup>th</sup>, Myrtle Beach**

- <http://www.sceca.org/conference>
- *“Relationships are the Heart & Soul of Early Learning”*

## **2018 Nurturing Developing Minds Conference & Research Symposium - February 22<sup>nd</sup> to 23<sup>rd</sup> , Greenville**

<https://www.instituteforchildsuccess.org/event/nurturing-developing-minds-conference/>

## **Together SC Nonprofit Summit – March 4<sup>th</sup> to 7<sup>th</sup>, Hilton Head**

<http://www.togethersc.org/general/custom.asp?page=summit>

Summit events for First Steps:

- Monday, March 5 – 5:30 to 6:30 “Birds of a Feather”
- Tuesday, March 6 – 12:45 to 2:30 – Luncheon session for First Steps Partnerships facilitated by Eric Rowles (“Leading to Change”)

# Key Partnership Dates

**January - February** – Staff and local partnership review of program standards and renewal plan template

**January 31** – Partnership Comprehensive Plans due to state office

**February 16** – State Board Meeting – consideration of 15% match/ 8% admin. partnership waivers, status of conditional approvals

**February 20**– ED Webinar -Renewal Plan Time Line and Approval Process

**March 23** - Renewal Plan Template, Draft FY 19 Standards and Projected Allocations sent out

**March 27** – Webinar to review Renewal Plan Template

**April 20** – State Board Meeting - Review and adoption of proposed FY19 Program Standards

**May 11**- Final date for FY 19 Renewal Plan submission