

Introduction

Per First Steps legislation (Section 52-152-70 (A)), each First Steps Partnership Board shall bring the community together to identify the area needs related to the goals of First Steps, develop a strategic long-term plan for meeting those needs, and then develop specific initiatives to implement the elements of the plan while integrating service delivery where possible. The partnership board is responsible for overseeing the implementation of the partnership's comprehensive strategic plan, which shall include direct service provision, contracting for service provision, and organization and management of volunteer programs. In addition, each partnership's comprehensive plan shall include the following core functions:

- a) service as a local portal connecting families of preschool children to community-based services they may need or desire to ensure the school readiness of their children;
- b) service as a community convener around the needs of preschool children and their families; and
- c) support of state-level school readiness priorities as determined by the State Board.

Needs and Resources Assessment: Each local First Steps partnership undergoes a community needs and resources assessment process every three years, in consultation with its local board, staff, clients and partners. A description of this process can be found online at <http://scfirststeps.com/fy-17-needs-and-resources-assessment/>.

Alignment to State First Steps Priorities: Each local First Steps partnership is a non-profit organization created in legislation in support of the statewide First Steps initiative, which is governed by a state board of trustees and supported by the State Office of First Steps. Each local plan aligns with the priorities of the South Carolina First Steps Strategic Plan, **Vision 2020** (<http://scfirststeps.com/resources-and-state-reporting/>). These priorities are:

- Increase access to quality early childhood programs and resources
- Enhance leadership development and capacity building
- Strengthen interagency accountability and public-private collaboration

Support for First Steps Legislative Goals: The strategic goals of this comprehensive plan support one or more goals of the First Steps initiative, as defined in state legislation (<http://www.scstatehouse.gov/code/t59c152.php>):

1. "Provide parents with access to the support they might seek and want to strengthen their families and to promote the optimal development of their preschool children;
2. Increase comprehensive services so children have reduced risk for major physical, developmental, and learning problems;
3. Promote high-quality preschool programs that provide a healthy environment that will promote normal growth and development;
4. Provide services so all children receive the protection, nutrition, and health care needed to thrive in the early years of life so they arrive at school ready to succeed; and
5. Mobilize communities to focus efforts on providing enhanced services to support families and their young children so as to enable every child to reach school healthy and ready to succeed."

Promotion of South Carolina's Definition of School Readiness: The goals and objectives of this comprehensive plan promote one or more descriptions of school readiness (Ready Children, Ready Families and Caregivers, Ready Schools and Educators, Ready Communities) as defined in South Carolina's Profile of the Ready Kindergartner (<http://www.ican.sc>), adopted in 2015 by the South Carolina First Steps Board of Trustees and the South Carolina Board of Education as the state's readiness benchmarks.

South Carolina's School Readiness Description (Profile of the Ready Kindergartner)

1 Ready Children

- 1A Approaches to Learning & Inquiry (10)
- 1B Emotional & Social Development (12)
- 1C Physical Development, Self-Help & Motor Skills (4)
- 1D Language & Literacy Development (24)
 - o Listening, Speaking and Understanding (8)
 - o Early Reading (12)
 - o Early Writing (4)
- 1E Mathematical Thinking (9)
 - o Number Sense (5)
 - o Matching, Sorting, Classifying (4)

2 Ready Families and Caregivers

Ready Kindergartners have the foundation of family and caregivers who:

- 2A Provide safe and loving home environments in which children can grow and develop optimally.
- 2B Ensure that their children's pediatric health and dental needs are regularly addressed.
- 2C Create "language rich" homes in which conversation and written literacy are modeled daily.
- 2D Ensure that their young children receive adequate rest and a healthy diet.
- 2E Expose young children to regular and varied learning experiences in and out of the home.

3 Ready Schools and Educators

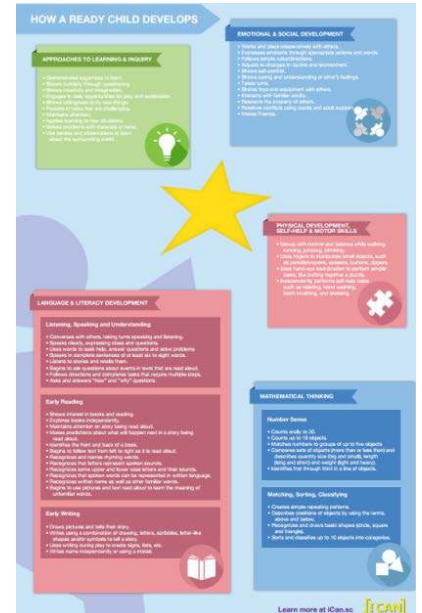
Schools and educators for the Ready Kindergartner:

- 3A Understand that each child develops on a unique timeline.
- 3B Are prepared to meet the unique, individual needs of all students.
- 3C Are highly knowledgeable in both child development and the progression of early learning.
- 3D Provide the social, emotional and academic supports needed to advance their students abilities.
- 3E Create emotionally safe and nurturing environments that are free of stress.
- 3F Are equipped to support the needs of their students' parents and caregivers.

4 Ready Communities

Communities that support the Ready Kindergartner:

- 4A Provide access to the resources necessary to ensure good health and optimal physical, social/emotional and cognitive development.
- 4B Create environments in which children:
 - o Can grow and develop in the absence of fear, stress, danger and hunger.
 - o Have access to needed pediatric, dental and mental health resources.
 - o Spend their days in nurturing, language-rich, and developmentally supportive environments (whether a loving home, a high-quality early education setting or both).
 - o Are cared for by loving adults attentive to their physical, emotional and developmental needs.



Profile of the Ready Kindergartner brochure

Profile of the Ready Kindergartner brochures are available from each local First Steps office.

Profile of the Ready Kindergartner resources: <http://www.ican.sc/>

South Carolina's Definition of School Readiness (Section 59-152-25 (G))

"School readiness' means the level of child development necessary to ensure early school success as measured in the following domains: physical health and motor skills; emotional and social competence; language and literacy development; and mathematical thinking and cognitive skills. School readiness is supported by the knowledge and practices of families, caregivers, healthcare providers, educators, and communities."



In the fall of 2016, Edgefield County First Steps (ECFS) completed its most recent needs and resources assessment. This assessment had two components – identification of existing community resources and determination of county-wide needs using both an agency survey and a community survey. Three priority needs were identified:

1. Provide scholarships to families with risk factors to assist them in affording high quality child care
2. Offer a parent education strategy that is available independent from other strategies to increase the number of parents who enroll in parent education services
3. Educate the community about our strategies to maximize the number of families who receive services provided by ECFS

Using information from this needs and resources assessment, the ECFS Partnership Board started work in the fall of 2017 to develop a 3-year comprehensive plan. The Board participated in the first strategic planning session to review the current vision and mission statements and to determine the core values for ECFS. An assessment of each of the strategies currently funded was provided for the Board's review and a second strategic planning session took place where strategic goals and outcomes were determined.

Through this thorough and reflective process, the ECFS Partnership Board is confident moving forward with the strategies outlined in this 3-year plan. With the additional focus on longitudinal tracking of children and families that we have served, the long-term benefits of participating in quality early childhood programs will be determined. A review of this plan each year will ensure our resources are put to best use.

Many thanks go out to our legislative delegation, state office staff, community partners, vendors, Board members, and families for their support of Edgefield County First Steps. We remain committed to serving the children of Edgefield County for years to come.

This plan was approved by the Edgefield County First Steps Partnership Board on January 8, 2018.

A handwritten signature in blue ink that reads "Liz Posey".

Liz Posey, Board Chair
Edgefield County First Steps

A handwritten signature in black ink that reads "Candi Lalonde".

Candi Lalonde, Executive Director
Edgefield County First Steps

VISION

Communicates the desired future we seek for the community we serve.

SC First Steps Vision 2020 Vision Statement

Every South Carolina child will be prepared for success in school.

The Edgefield County First Steps Partnership Board adopts the following vision statement for its 2018-2020 Strategic Plan:

Edgefield County First Steps Vision Statement

Every Edgefield County child will be prepared for success in school.

MISSION

Describes the purpose that guides everything we do.

SC First Steps Vision 2020 Mission Statement

Collaborating with other entities, First Steps helps South Carolina families and caregivers prepare their children for school success by maximizing public and private community resources to deliver, enhance and expand high-quality early childhood services.

The Edgefield County First Steps Partnership Board adopts the following mission statement for its 2018-2020 Strategic Plan:

Edgefield County First Steps Mission Statement

First Steps empowers Edgefield County families and caregivers to prepare children for school success by delivering, enhancing, and expanding high-quality early childhood services.

VALUES

Core values and beliefs reflect how our people – and the organization itself – behaves.

SC First Steps Vision 2020 Core Values

The years of early childhood are a critical window of development during which much of human potential is shaped.

Families are the single most important influence on the development of their young children.

The work of supporting families and caregivers is a collaborative effort between state and local stakeholders within the public, private and faith sectors.

School readiness is the result of a child's development in many areas, with each contributing to the child's success.

Services must be individualized and adaptable to meet the unique needs of children and families.

We value, and demonstrate in our collaborative work and advocacy, diverse perspectives in the development of public policy and programs.

To achieve desired results, services must be high-quality and grounded in strong evidence. First Steps operates within a culture of accountability.

The Edgefield County First Steps Partnership Board adopts the following core values for its 2018-2020 Strategic Plan:

Edgefield County First Steps Core Values

The years of early childhood are a critical window of development during which much of human potential is shaped.

All children are inherently worthy of receiving the best possible start in life, and are the most valuable resource for the future of our community. Responsive, nurturing relationships with consistent caregivers in a safe, stimulating learning environment create the best possible chance for children's healthy development and school readiness.

Families are the single most important influence on the development of their young children.

The work of supporting families and caregivers is a collaborative effort between state and local stakeholders within the public, private, and faith sectors.

School readiness is the result of a child's development in many areas - including physical development, approaches to learning and inquiry, social and emotional development, language and literacy development, and mathematical thinking - with each contributing to the child's success.

Services must be individualized and adaptable to meet the unique needs of children and families.

We value and demonstrate diverse perspectives in the development of programs.

To achieve desired results, services must be high-quality and have evidence of success. First Steps operates within a culture of accountability.

STRATEGIC GOALS

Strategic goals set the direction for how the organization intends to implement its mission and address the needs of its focus population(s) for the duration of the plan.

#	Edgefield County First Steps Strategic Goals, 2018-2020	FS Legislative Goal(s) Addressed (abbreviate as Goal 1, 2, etc.)	Profile of the Ready Kindergartner Benchmark(s) Addressed (abbreviate as 1A, 2B, etc.)
1	Increase access to and affordability of high quality child care and a continuum of early childhood education services	1,3	1A,1B,1C,1D,1E, 2E 3A,3B,3C,3D,3E,3F 4A,4B
2	Increase knowledge of parenting skills to empower parents to be their child's first teacher	1,2	2A,2B,2C,2D,2E 4A,4B
3	Address barriers of families to increase participation in ECFS programs	1,2,4	4A,4B
4	Educate community about programs and services of ECFS	1,5	4A
5	Determine long term benefits of participation in ECFS programs with longitudinal tracking of participants	1,2,3,4	All
6	Engage and mobilize community to promote early childhood education programs county-wide	5	4A,4B

Edgefield County First Steps Partnership

2018-2020 COMPREHENSIVE PLAN

Organized by the partnership’s current and proposed programs and services, as well as the core functions common to all First Steps partnerships (serving as a local portal connecting families of preschool children to services; serving as a community convener in support of the needs of preschool children and their families; and supporting state readiness priorities).

Local Portal			
Edgefield County First Steps will connect families of preschool children to services designed to strengthen families and promote optimal child development (State Priority: Core Function).			
Objective Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Action Items Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Increase the number of Edgefield County families who utilize ECFS as a portal for learning about and accessing services benefitting themselves and their children	1,4,6	Online activity Call/referral logs	<ul style="list-style-type: none"> ▪ Provide information to local community service providers ▪ Place brochures/flyers in locations accessible to families with risk factors
Maximize families’ opportunities to be successful by making referrals to agencies/organizations that can provide additional services – at least 25% of First Steps’ enrolled families will be connected to at least 1 additional service that is not provided by ECFS	3	Referral logs	<ul style="list-style-type: none"> ▪ Provide information/education about community partners’ services ▪ Make referrals based on risk factors of the families
Strengthen program accountability with follow-up protocols for non-First Steps families when referrals are made – at least 50% of these families will have follow-up documentation	5	Follow-up documentation	<ul style="list-style-type: none"> ▪ Contact families and agencies to see if services were offered/accepted

Community Education and Outreach

Edgefield County First Steps will increase understanding in the community of school readiness domains and assessment, and “what works” to help young children succeed, and will make information easily accessible in all communities and for all families. (State Priority: SCFS Strategic Plan)

<p style="text-align: center;">Objective</p> <p>Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i>: 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration</p>	<p style="text-align: center;">In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;">Success Metrics</p> <p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p style="text-align: center;">Action Items</p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>Increase awareness of Edgefield County strategies and services – at least 60% of 2019 needs/resources survey respondents will respond they know about Edgefield County First Steps and the programs we offer</p>	<p style="text-align: center;">1,4,6</p>	<p>Online activity Call logs Intake database 2019 needs/resources assessment survey responses</p>	<ul style="list-style-type: none"> ▪ Provide information to local community service providers ▪ Place brochures/flyers in locations accessible to families with risk factors ▪ Create intake database and ascertain how clients heard about First Steps
<p>Increase presence at community events</p>	<p style="text-align: center;">1,4</p>	<p>Participation in events</p>	<ul style="list-style-type: none"> ▪ Have First Steps booth at community festivals and events that target families ▪ Have First Steps entry in Christmas parade ▪ Host Week of the Young Child event in April of each year
<p>Feature First Steps in media articles (both print and online)</p>	<p style="text-align: center;">1,4</p>	<p>Facebook postings Newspaper articles Website information</p>	<ul style="list-style-type: none"> ▪ Post new information on Facebook page at least 2 times weekly ▪ Have article in local newspaper at least quarterly ▪ Complete website and update monthly
<p>Educate and engage local and state policy makers and community leaders</p>	<p style="text-align: center;">4,6</p>	<p>Community agency surveys Attendance at events</p>	<ul style="list-style-type: none"> ▪ Send annual report to legislative delegation, state, and local leaders ▪ Meet face-to-face with legislative delegation at least yearly – invite to meetings/open houses ▪ Participate in local teams/groups that work with families ▪ Send survey to local agencies to ascertain their knowledge of First Steps services ▪ Complete at least 1 formal presentation to a community group each year

Mobilizing Communities on Providing Enhanced Services to Support Families and their Young Children

Edgefield County First Steps will serve as a community convener to address the needs of preschool children in the community, in support of state readiness priorities (State Priority: Core Function).

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics	Action Items
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Maintain high level of participation in community organizations/groups	4,6	Attendance at meetings	<ul style="list-style-type: none"> ▪ Executive Director will attend all scheduled meetings of community groups
Convene Edgefield County Early Childhood group at least annually and develop county-wide early childhood education initiative to be implemented in 2018	4,6	Meeting records and development of initiative	<ul style="list-style-type: none"> ▪ Executive Director will work with key partners to convene early childhood group and implement initiative ▪ Will seek grant funding, if applicable, for county-wide initiative
Maintain high level of participation in First Steps state-level activities	1,2,3,4,5,6	Attendance at meetings Participation in conference calls/webinars	<ul style="list-style-type: none"> ▪ Executive Director will participate in all calls/webinars/meetings scheduled by state office of First Steps ▪ Executive Director will attend at least 2 state Board meetings each year

Triple P

Description: This strategy provides parenting workshops (8 hours) using the Triple P curriculum (Positive Parenting Program). A pre- and post-test are administered to assess outcomes.

Integration: This strategy is integrated with the Child Care Scholarship strategy and Family Literacy strategy (effective FY 19).

Collaboration: This strategy is operated in-house using a contracted instructor. This strategy accepts referrals from the Department of Social Services for families who need parenting services.

<p style="text-align: center;">Objective</p> <p>Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i>: 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration</p>	<p style="text-align: center;">In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;">Success Metrics</p> <p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p style="text-align: center;">Action Items</p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>Increase the number of parents served per year to at least 33 by the end of 2020. At least 80% of clients served will participate in the program for all 8 hours</p>	<p style="text-align: center;">2,3</p>	<p>Documentation of attendance Pre- and post-surveys Workshop evaluations</p>	<ul style="list-style-type: none"> ▪ Maintain flexibility in scheduling workshops to maximize attendance ▪ Schedule participants into workshop series based on ages of children, when possible
<p>Increase community knowledge of and support for the program</p>	<p style="text-align: center;">4</p>	<p>Increase in referrals from local agencies that serve families with risk factors</p>	<ul style="list-style-type: none"> ▪ Speak to community groups about strategy ▪ Highlight strategy in newspaper article ▪ Educate community agencies about strategy
<p>Strengthen accountability of program with model fidelity and follow-up protocols</p>	<p style="text-align: center;">5</p>	<p>Follow-up documentation</p>	<ul style="list-style-type: none"> ▪ Incorporate follow-up phone call to ensure program fidelity ▪ Contact families twice yearly to gauge long-term benefits of program to family

Family Literacy

Description: This strategy provides family literacy services, which include adult education, parenting education, early childhood education, interactive literacy activities, and home visits.

Integration: This strategy is integrated with the Imagination Library, Nurse Family Partnership, Child Care Scholarship, and Triple P (effective FY 19) strategies.

Collaboration: This strategy is contracted to the Edgefield County School District. There are multiple collaborating partners, including Early Head Start, Head Start, Adult Education, DHEC, local fire department, Mental Health, Edgefield County Library, Cumbee Center to Assist Abused Persons, Cornerstone, Peach Blossom Express, DSS, and local dentists and physicians.

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics	Action Items
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Increase the number of families who complete at least 120 hours of participation each year to at least 80% by the end of 2020	1,2,3	Class attendance logs Home visit records Program satisfaction forms	<ul style="list-style-type: none"> ▪ Provide incentives for participation ▪ Be flexible in scheduling home visits ▪ Distribute program satisfaction form to clients
Increase the number of adults who make academic gains each year to at least 80%	2	TABE scores	<ul style="list-style-type: none"> ▪ Provide individualized adult education instruction, when necessary
Increase the amount of parenting instruction and services for adults	2,3	Life Skills Progression scores Triple P pre-and post-test scores	<ul style="list-style-type: none"> ▪ Offer parenting sessions daily ▪ Refer all parents to Triple P strategy ▪ Refer to community partners, as appropriate
At least 90% of participating children will be within normal developmental ranges	1,2	Ages and Stages scores	<ul style="list-style-type: none"> ▪ Administer Ages and Stages questionnaire at least twice during program participation ▪ Use classroom activities and home visits to focus on low-scoring developmental areas ▪ Assist with provision of outdoor gross motor play area
Strengthen program accountability with follow-up protocols	5	Follow-up documentation	<ul style="list-style-type: none"> ▪ Contact families twice yearly after program exit to gauge long-term benefits of program to family

Imagination Library

Description: This strategy is a book gifting program that mails free books to children from birth to age 5 in Edgefield County.

Integration: This strategy is integrated with the Family Literacy, Nurse Family Partnership, and Child Care Scholarship strategies.

Collaboration: This strategy is operated in-house and the collaborating partners include DHEC, who makes referrals for the program, and the over 50 local businesses, organizations, and individuals who provide 100% of the funding for this program.

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics	Action Items
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Increase the number of children served per year to at least 185 by the end of 2020	1,3	Enrollment logs	<ul style="list-style-type: none"> ▪ Put Imagination Library brochures in local physician's offices, dentist's offices, ER at hospital, DHEC, DSS to target children most in need
Increase to at least 60% the number of families who complete both a pre-and a post-survey	5	Completed surveys	<ul style="list-style-type: none"> ▪ Make at least 2 attempts to get pre- and post-surveys completed ▪ Add questions to existing post-survey to assess client satisfaction

Nurse Family Partnership

Description: This strategy is a nurse home visiting program for first-time pregnant mothers that sends nurses to work one-on-one with the pregnant women to improve prenatal and child rearing practices through the child's second birthday.

Integration: This strategy is integrated with our Imagination Library, Family Literacy, and Child Care Scholarship strategies.

Collaboration: This strategy is contracted to Carolina Health Center and receives referrals from the WIC program at DHEC, nurses from the high school, pediatric nurse practitioner, and DHHS.

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Action Items Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration			
At least 90% of clients will be retained through the birth of their child	2,3	Client records	<ul style="list-style-type: none"> ▪ Be flexible with scheduling home visits ▪ Provide incentives for meeting participation and retention goals
At least 80% of clients who are retained through the birth of their child will be retained through their child's first birthday	2,3	Client records	<ul style="list-style-type: none"> ▪ Be flexible with scheduling home visits ▪ Provide incentives for meeting participation and retention goals
At least 90% of clients who are retained through their child's first birthday will be retained through their child's 2 nd birthday	2,3,5	Client records	<ul style="list-style-type: none"> ▪ Be flexible with scheduling home visits ▪ Provide incentives for meeting participation and retention goals
Strengthen program accountability with follow-up protocols	5	Follow-up documentation	<ul style="list-style-type: none"> ▪ Contact families twice yearly after program exit to gauge long-term benefits of program to family

Countdown to Kindergarten

Description: This strategy is a home visitation program pairing the families of high-risk rising kindergartners with their future teachers during the summer before school entry. Teachers complete six visits with each family, centered upon classroom and content expectations.

Integration: This strategy is integrated with our Imagination Library, Family Literacy, and Child Care Scholarship strategies.

Collaboration: This strategy is operated in-house, contracting directly with K-5 teachers from the elementary schools. Referrals are received from 4K teachers, local child care centers, and Head Start.

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics	Action Items
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Increase number of children served to at least 20 and number of schools served to all 4 in the county	2,3,6	Number of teachers Number of students	<ul style="list-style-type: none"> ▪ Begin recruitment for teachers in February and recruitment for children in March
Secure private funding to pilot Countdown to 4K strategy	1,2	Receipt of grants or private funding	<ul style="list-style-type: none"> ▪ Seek grants for pilot of CT4K ▪ Adapt CTK materials for CT4K ▪ Recruit teachers/children for CT4K when funding is secured
Strengthen program accountability with follow-up protocols	5	Follow-up documentation	<ul style="list-style-type: none"> ▪ Contact families twice yearly after program exit to gauge long-term benefits of program to family
At least 90% of parents will report satisfaction with program and would recommend this program to others	4	Client satisfaction surveys	Teacher will give CTK survey at end of program, which includes client satisfaction questions

Child Care Quality Enhancement

Description: This strategy improves program quality by funding coaching, technical assistance, classroom assessments, and materials to meet DSS licensing requirements and further enhance learning environments for young children.

Integration: This strategy is integrated with our child care training and child care scholarship strategies.

Collaboration: This strategy is operated in-house and a Coach/TA is shared with Saluda County First Steps. The Coach/TA attends regional quarterly coordination meetings, which include staff from Child Care Resource and Referral(CCR&R), the Inclusion Collaborative, PITC, and DSS.

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Action Items Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration			
Complete ERS assessments on 1/3 of classrooms in participating centers each program year and see at least a .5 increase in average score from pre-assessment to post-assessment	1	Documentation of assessments and scores	<ul style="list-style-type: none"> ▪ Complete ERS assessments on focus classrooms each year ▪ QE Coach/TA will conduct on-site visits at least twice monthly addressing ERS scores
Complete quality assessment at beginning of the program year for center director and each employee of participating centers and complete Quality Improvement Plan (QIP) based on score	1	Quality Improvement Plans Staff MOA's (memorandum of agreement)	<ul style="list-style-type: none"> ▪ Executive Director will provide MOA for each staff member outlining QE expectations and rubric for performance bonuses ▪ QE Coach/TA will complete quality assessments during first quarter of program year ▪ QE Coach/TA will conduct on-site visits at least twice monthly with employees and director, specifically addressing lower scoring areas in the QIP
Complete quality assessment during last quarter of program year and compensate center staff with performance bonuses based on final QIP scores, with a 10-point average increase from pre- to post-scores	1	Quality Improvement Plans	<ul style="list-style-type: none"> ▪ QE Coach/TA will complete quality assessments during last quarter of program year and submit final scores to Executive Director ▪ Executive Director will determine performance bonuses based on final score

Child Care Training

Description: This strategy offers staff development and mentoring to assist providers in meeting DSS training requirements, increasing the knowledge of child care workers, and improving the quality of programs offered in participating child care facilities.

Integration: This strategy is part of a regional Quality Enhancement effort with Saluda County First Steps.

Collaboration: This strategy is operated in-house and in partnership with Saluda County First Steps, SC Child Care Resource and Referral, SC Center for Child Care Career Development, and the Edgefield County Chamber of Commerce (who provides space for the trainings).

<p style="text-align: center;">Objective</p> <p>Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i>: 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration</p>	<p style="text-align: center;">In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;">Success Metrics</p> <p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p style="text-align: center;">Action Items</p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>Increase the number of adults served per year to at least 25 by the end of 2020</p>	<p style="text-align: center;">1</p>	<p>Training attendance logs</p>	<ul style="list-style-type: none"> ▪ Send training flyers to all DSS licensed and registered providers in Edgefield County ▪ Post training information, including workshop titles and dates on social media and website
<p>Advance staff knowledge and skills through training</p>	<p style="text-align: center;">1</p>	<p>Training surveys QIP scores</p>	<ul style="list-style-type: none"> ▪ Provide training based on yearly child care training survey and QIP lower scoring areas
<p>Increase number of participants who participate in whole training workshop series (15-20 hours, based on position) by at least 20%</p>	<p style="text-align: center;">1</p>	<p>Training attendance logs</p>	<ul style="list-style-type: none"> ▪ Executive Director will issue training stipends based on number of workshops attended
<p>Increase follow-up efforts with non-QE training attendees</p>	<p style="text-align: center;">1</p>	<p>Follow-up surveys</p>	<ul style="list-style-type: none"> ▪ Provide resources to participants based on training topics and training survey responses ▪ Send follow-up surveys within 60 days of end of workshop

Child Care Scholarships

Description: This strategy provides scholarships to high quality child care programs for eligible families and their children and increases the number of child care slots in South Carolina.

Integration: This strategy is integrated with our Triple P and Imagination Library strategies for all participants, and NFP and Family Literacy for families eligible for those strategies.

Collaboration: Creative Learning Center is the collaborating partner for this strategy.

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics	Action Items
Each objective addresses one or more priorities of the SC First Steps Strategic Plan, <i>Vision 2020</i> : 1) Increase access; 2) Build capacity; 3) Strengthen interagency accountability & collaboration		Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
Increase the percentage of parents who complete Triple P parenting sessions to at least 90%	1,2	Triple P attendance logs	<ul style="list-style-type: none"> ▪ Schedule Triple P workshops within 4 weeks of award of scholarship ▪ Provide flexibility in scheduling of Triple P workshops
Increase the percentage of children who receive one developmental screening to at least 90% and increase the percentage of children who receive at least two developmental screenings to at least 75%	1,2	Completed developmental screenings	<ul style="list-style-type: none"> ▪ Ensure first developmental screening is completed within 30 days of award of scholarship ▪ Ensure second developmental screening is done 90-120 days after first developmental screening is completed
At least 90% of parents will report satisfaction with program and would recommend this program to others	4	Client satisfaction surveys	<ul style="list-style-type: none"> ▪ Develop client satisfaction survey and distribute to clients either at end of program year or at time of their exit from program
Increase percentage of clients connected to other services and supports to at least 50%	3	Documentation of connections	<ul style="list-style-type: none"> ▪ Develop referral log to keep track of referrals and connections
Strengthen program accountability with follow-up protocols	5	Follow-up documentation	<ul style="list-style-type: none"> ▪ Contact families twice yearly after program exit to gauge long-term benefits of program to family