

# Comprehensive Plan

## 2018-2020



## 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)
  - Listening, Speaking and Understanding (8)
  - Early Reading (12)
  - Early Writing (4)
- 1E Mathematical Thinking (9)
  - Number Sense (5)
  - 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.



*Profile of the Ready Kindergartner brochure*

## 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:
  - Can grow and develop in the absence of fear, stress, danger and hunger.
  - Have access to needed pediatric, dental and mental health resources.
  - Spend their days in nurturing, language-rich, and developmentally supportive environments (whether a loving home, a high-quality early education setting or both).
  - Are cared for by loving adults attentive to their physical, emotional and developmental needs.

**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."



February 22, 2018

Bamberg County First Steps  
3788 Faust Street /P.O. Box 1129  
Bamberg, South Carolina 29003

Dear South Carolina First Steps and Citizens of South Carolina,

“Bamberg, South Carolina’s children are our greatest asset and most valuable resource. Investing in them is the most cost effective, socially responsible investment our small rural county and the state of South Carolina can make. My name is Tracy Golden, and I currently serve as the Board Chair for Bamberg County First Steps. This is my second term as Board Chair of this very important early childhood initiative. In partnership with Family Solutions of the Low Country, we have been strong, engaging community partners for over sixteen years. My name is Pauletta Plowden, and this is my eighteenth year serving diligently as Executive Director with Bamberg County First Steps.

Bamberg County First Steps to School Readiness Partnership, in contract with Bamberg County School District One, has been in business to ensure quality services to our community children and families since 1999. Bamberg County First Steps serves as an important educational resource for children and families, community schools and daycare providers, state agencies and local businesses.

Per South Carolina First Steps Legislation (Section 52-152-70) Bamberg County First Steps has hosted several needs assessment meetings and/or focus groups incorporating a collaborative effort to engage the citizens of Bamberg County in what they deem to be priorities for children ages zero-five years. With a collection of over one hundred surveys, citizens spoke to the importance of the First Steps Legislative Goals, which are to:

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.”

To address the goals of the South Carolina First Steps legislation, Bamberg County First Steps Board met on February 22, 2018 to officially adopt the 2018-2020 Comprehensive Plan.

Bamberg County is located in the southwestern region of South Carolina. Starting from the north and moving clockwise, Bamberg is surrounded by Orangeburg, Dorchester, Colleton, Hampton, Allendale, and Barnwell Counties. Bamberg County is approximately 393 square miles with a population density of about 41 people per square mile.

Bamberg County has a population of approximately 15,649 residents. There are approximately 1,840 children ages 5 to 14. Children under age 5 years make up 5.8 % of the population at 920 children. Economically 41% of the county's children live in households below the poverty level. 25.1% live in a family where no parent is employed. Educationally, 14.5% of Bamberg County's children fail the grades 1-3 and 33.5 % test below state standards for the 3<sup>rd</sup> grade reading and 35.5% in math. Bamberg County ranked at #39 for infant mortality and low birth weights at 10.8%. 53.4% of children live in single family homes and 18.8% of households are head by a parent without a high school diploma.

### **Why is this important to Bamberg County First Steps?**

When children meet education milestones, live in economically and emotionally stable homes and live in supportive communities, they are more likely to thrive and grow into productive, contributing citizens of our state. Currently, too many of Bamberg, South Carolina's children live in environments that put them at risk for many negative outcomes, including child abuse and neglect. The data paints a very alarming need for Bamberg County First Steps services.

### **What can Bamberg County First Steps do?**

To address the community concerns for the children of Bamberg County, surveys indicated the following as highest priorities:

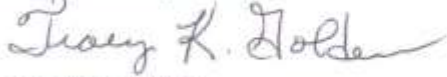
1. Parents needing parenting skills/ family counseling and single parenting support.
2. Free ABC Childcare Scholarships for working families and those attending school.
3. Teacher Training and developmental resource support.

To comprehensively support the challenges of our local children, Bamberg County First Steps provides a message of hope that affords our children and families' educational strategies that focus on *Family Strengthening, Healthy Start, Quality Childcare and School Transition*. With our best practice strategies, we afford families the Parents as Teachers (PAT) Model, an evidence-based early childhood visitation program that offers that personal touch from a certified home visitor. Families receive intense training in becoming their child's first and most important teacher. As an addendum to parent training, Bamberg County First Steps provides DSS Childcare Scholarships to high need families to assist them in completing their education and or working a full time job. While daycare is essential, it is equally important that our early care teachers are afforded high quality training and professional development. Therefore, Bamberg County First Steps offers our local early care teachers certified Childcare Training and Development in the areas of *Child Growth and Development, Nutrition, Health and Safety, Curriculum, Child Guidance and Professional Development*. Research indicates that well trained teachers are the key to promoting a healthy and safe learning environment for our children.

Understanding how the early years impact the lives of our youngest learners, Bamberg County First Steps remains empowered and committed to excellence in ensuring that its mission to helping children during their developmental years of life, and grow healthy and ready to meet the challenges of tomorrow.

As we bring closure to this important comprehensive strategic planning process, we would like to say a very big “thank-you” to our First Steps Board Members, staff, the many community partners, families, schools/daycares, businesses, citizens and friends who contributed to this important needs assessment process. Within the next three years, Bamberg County First Steps will expand services and empower families to be committed to excellence in preparing our youngest learners for leadership in our small rural county of Bamberg, South Carolina.

Professionally Yours,



Tracy K. Golden

Bamberg County First Steps Board Chair



Pauletta Plowden

Bamberg County First Steps Executive Director



Shown are Tracy Golden, BCFS Board Chair, Patricia Harley, BCFS Board Member & Pauletta Plowden, BCFS ED

## Vision, Mission, and Values

Source: *Guiding Principles and Best Practices for South Carolina Nonprofits*, 4<sup>th</sup> Edition (Together SC, 2017)  
<http://www.togethersc.org/?page=GPBP>

In order to engage in strategic thinking that steers the organization in a **mission-focused direction**, the local partnership board must clearly define its mission, vision and values and use these statements to guide planning and action.

Mission and vision statements capture the essence of your organization's beliefs and values, and define its place in the world. A **vision statement** explains the overall goal of your organization looking into the future, while the **mission statement** outlines the present plan to realize the vision.

---

### VISION

#### SC First Steps Vision 2020 Vision Statement

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

- ☒ The Bamberg County First Steps Partnership Board adopts the SC First Steps Vision 2020 Vision Statement for its 2018-2020 Strategic Plan on Thursday, February 22, 2018.

---

### MISSION

#### 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 Bamberg County First Steps Partnership Board adopts the SC First Steps Vision 2020 Mission Statement for its 2018-2020 Strategic Plan on Thursday, February 22, 2018.





## 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 Bamberg County First Steps Partnership Board adopts the SC First Steps Vision 2020 Core Values for its 2018-2020 Strategic Plan on Thursday, February 22, 2018.**



## 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.


#	<b>Bamberg County First Steps Strategic Goals, 2018-2020</b>	<b>FS Legislative Goal(s) Addressed</b> (abbreviate as Goal 1, 2, etc.)	<b>Profile of the Ready Kindergartner Benchmark(s) Addressed</b> (abbreviate as 1A, 2B, etc.)
1	Bamberg County First Steps will increase the capacity of parents to be their child's first and most important teachers by expanding the Parents as Teachers evidence based home visiting program.	1,2,3,4	2A,2B,2C,2D,2E
2	To improve the quality of Child Care Training, Bamberg County First Steps will offer professional developmentally appropriate training coursework to local childcare teachers/ directors and early education teachers/principals.	2,3,1,4	3A,3B,3C,3D,3E,3F
3	To improve and strengthen families Bamberg County First Steps will offer quality ABC Child Care Scholarships to working families and those attending school fulltime.	1,2,3,4	1A - 4B
4	Bamberg 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	1,4	3,4
5	Bamberg County First Steps will connect families of preschool children to services designed to strengthen families and promote optimal child development	1,2,3,4	2,3,4
6	Bamberg 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	4,5	3,4






## Bamberg 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			
Bamberg 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)
<p>Bamberg County First Steps will serve as a local early childhood portal to support the needs of all preschool aged children.</p> 	3,4,5,6	<ul style="list-style-type: none"> <li>Annual Needs Assessment Survey</li> <li>Maintain documentation on file of all pertinent meetings, activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>Develop an annual Community Education and Outreach Plan</li> <li>Network, coordinate and convene with local key stakeholders to collaboratively build a coalition of care for early childhood advocates.</li> <li>Develop and conduct Early Care Directors and Teachers Network Meetings</li> <li>Local and State Coordinators Convener Meetings</li> <li>Early Care Professional Training and Development Workshops and Training Sessions</li> <li>Actively serve on the following committees and or coalitions:</li> </ul> <p><i>Department of Social Services Lunch and Learn Community Meeting</i>  <i>Department of Social Services Family Fun Day</i>  <i>Department of Social Services Child Welfare Committee</i>  <i>BCFS Professional Childcare Teachers/Directors Network</i>  <i>Bamberg County First Steps Parenting Advisory Board</i>  <i>BCFS Local Convener Team Meeting for State FS Coordinators</i>  <i>BCFS and Allendale County FS Local Partnership Meetings</i>  <i>Bamberg County First Steps Local Board Meetings</i></p>


			<p> <i>BCFS Early Childcare Professionals Needs Assessment Institute</i>  <i>S.C. First Steps Executive Directors Meetings</i>  <i>SCFS Finance and Administration Committee</i>  <i>S.C. First Steps Early Head Start Meetings / Trainings</i>  <i>OCAB Head Start Advisory Board</i>  <i>Family Solutions of the Low Country Community Action Network (CAN) Committee Member and Annual Regional Retreat Panel Presenter</i>  <i>Bamberg County Health Coalition Member</i>  <i>Family Solutions of the Low Country Consortium Board</i>  <i>Clemson University Extension Advisory Board</i>  <i>Voorhees College Health Coalition Board</i>  <i>S.C. State University Consumer Science Advisory Committee</i>  <i>Denmark Technical College Advisory Board</i>  <i>Bamberg Job Corps Job Corps Advisory Board</i>  <i>Regional Education Community Advisory Board</i>  <i>Bamberg County United Way/FEMA Board-Board Chair</i>  <i>Bamberg School District 1&amp; 2 School Board Meetings</i>  <i>Bamberg County Chamber of Commerce Member</i>  <i>Bamberg Job Corps Job Corps Advisory Board</i>  <i>TACT-Technical Assistance Coordination Meetings</i>  <i>S.C. Childcare Resource and Referral Network</i> </p>
<p>Bamberg County First Steps will develop community educational and outreach activities to raise awareness and engage the local community about the importance of First Steps and our contributions to our local families and our youngest learners.</p> 	<p>4,6</p>	<ul style="list-style-type: none"> <li>▪ Annual Needs Assessment Survey</li> <li>▪ Maintain documentation on file of all pertinent meetings, activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Bamberg County First Steps will distribute quality FS flyers/brochures/referral information to district schools, daycare providers, libraries, state agencies, churches and local businesses.</li> <li>▪ Develop an annual "Back to School Back Pack and Supplies Day"- serves over one thousand local families and children.</li> <li>▪ Develop community yard sales to support PAT Program extra-curricular activities.</li> <li>▪ Participate in the local radio/PR spots and the local newspaper to promote First Steps.</li> <li>▪ Bamberg County First Steps will develop, produce and distribute public education information to promote the partnerships mission</li> <li>▪ Network, coordinate and convene with local key stakeholders to collaboratively build a system of care for early childhood.</li> <li>▪ Sponsor, co-sponsor and participate in community events to encourage community engagement and create public awareness.</li> </ul>

			<ul style="list-style-type: none"> <li>▪ Utilize on-line social media to communicate and inform the local community.</li> </ul>
<p>Bamberg County First Steps will serve as a local portal for connecting families of preschool children to community based services in order to ensure the school readiness of our youngest learners. The partnership will work diligently with local and regional coalitions and committees that focus on the mission of children and families.</p>	<p>1,2,3,4,6</p>	<ul style="list-style-type: none"> <li>▪ Annual Needs Assessment Survey</li> <li>▪ Maintain documentation on file of all pertinent meetings, activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Bamberg County First Steps will maintain professional business operations hours to ensure availability to the community.</li> <li>▪ Keep an updated inventory of community support organizations, agencies, daycares and schools.</li> <li>▪ Actively participate in local community childcare networking meetings.</li> <li>▪ Bamberg County First Steps will be an organization that is accessible to the state and local community.</li> <li>▪ Serve as a referral service connecting families to community resources in a timely manner.</li> <li>▪ Participate in child-driven agencies and organizations' committees and coalitions.</li> <li>▪ Participate in the SCFS Data System to ensure compliance.</li> </ul>

## Community Education and Outreach

Bamberg 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)

<b>Objective</b> 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	<b>In Support of Partnership Strategic Goal(s)</b> (Abbreviate as 1, 2, etc.)	<b>Success Metrics</b> Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	<b>Action Items</b> Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
<p>Develop, produce and/or distribute public education materials to promote partnership's mission and inform the public of available resources.</p> 	<p>4,6</p>	<ul style="list-style-type: none"> <li>Annual Needs Assessment Survey</li> <li>Maintain documentation on file of all pertinent activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>Bamberg County First Steps Back to School Back Packs Events</li> <li>Bamberg County First Steps Community Yard Sales</li> <li>Radio Interviews and PR spots at the local radio stations (WWBD &amp; WWVD) for all First Steps Community events</li> <li>Bamberg County First Steps Professional Early Care Teachers &amp; Director Training</li> <li>Monthly information to local FS daycare providers and partners per BCFS events, parenting, training and extra-curricular activities.</li> </ul>
<p>Sponsor, co-sponsor and/or participate in community events that reach our target audience, encourage community engagement and create public awareness.</p> 	<p>4,6</p>	<ul style="list-style-type: none"> <li>Annual Needs Assessment Survey</li> <li>Maintain documentation on file of all pertinent activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>Bamberg County First Steps Professional Early Care Teachers &amp; Director Training</li> <li>Week of the Young Child Celebration at local schools and childcare centers</li> <li>Bamberg Head Start Speaker</li> <li>OCAB Early Head Start Family Day Speaker</li> <li>Project Hope Meetings</li> <li>CASA Meetings</li> <li>TOGETHER, SC Summit</li> <li>Bamberg School One District- Wide Meetings</li> <li>Bamberg County FS Santa's Little Helpers Toys, Food, &amp; Clothing Drive</li> <li>Bamberg County FS "MOMMYCISE" Summer Health and Wellness Camp</li> </ul>

			<ul style="list-style-type: none"> <li>▪ Richard Carroll Elementary School Parenting Advisory Board</li> <li>▪ Bamberg County Chamber of Commerce Annual Meeting/ Banquet</li> <li>▪ Promise Zone Regional Meetings</li> <li>▪ Bamberg County First Steps/WellCare Community Baby Shower</li> <li>▪ Bamberg County First Steps Back to School Back Packs Event</li> <li>▪ Bamberg County First Steps Community Yard Sales</li> <li>▪ BCFS Summer Feeding Program</li> <li>▪ Family Solutions of the Low Country/Community Action Network</li> <li>▪ Bamberg County Health Coalition</li> </ul>
<p>Use effective online and social media to communicate, inform and activate.</p>	<p>4,6</p>	<ul style="list-style-type: none"> <li>▪ Annual Needs Assessment Survey</li> <li>▪ Maintain documentation on file of all pertinent activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Develop a social media policy.</li> <li>▪ Utilize FACEBOOK as a marketing tool and to cover local events.</li> <li>▪ Utilize text messaging a communication tool.</li> </ul>
<p>Educate and engage local and state policymakers and other community leaders on the local impact of First Steps.</p>	<p>4,6</p>	<ul style="list-style-type: none"> <li>▪ Annual Needs Assessment Survey</li> <li>▪ Maintain documentation on file of all pertinent activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Bamberg County First Steps will invite local legislative delegates, local political and educational leaders to all major events; submit Annual Report and other documentation pertinent to Bamberg County First Steps and the Reauthorization of S.C. First Steps to our legislative leaders.</li> </ul>
<p>Network, coordinate and convene local stakeholders to collaboratively build a system of care for early childhood.</p>	<p>4,6</p>	<ul style="list-style-type: none"> <li>▪ Annual Needs Assessment Survey</li> <li>▪ Maintain documentation on file of all pertinent activities and events.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Bamberg County First Steps will maintain collaborative relationships and or memorandums of agreements with the following:</li> <li>▪ Department of Social Services Lunch and Learn Community Meeting</li> <li>▪ Department of Social Services Family Fun Day</li> <li>▪ Department of Social Services Child Welfare Committee</li> <li>▪ BCFS Professional Childcare Teachers/Directors Network</li> <li>▪ Bamberg County First Steps Parenting Advisory Board</li> <li>▪ BCFS Local Convener Team Meeting for State FS Coordinators</li> </ul>





- BCFS and Allendale County FS Local Partnership Meetings
- Bamberg County First Steps Local Board Meetings
- BCFS Early Childcare Professionals Needs Assessment Institute
- S.C. First Steps Executive Directors Meetings
- SCFS Finance and Administration Committee
- S.C. First Steps Early Head Start Meetings / Trainings
- S.C. State University Consumer Science Advisory Committee
- Denmark Technical College Advisory Board
- Bamberg Job Corps Job Corps Advisory Board
- OCAB Head Start Advisory Board
- Family Solutions of the Low Country Community Action Network (CAN) Committee Member Family Solutions of the Low Country Consortium Board
- Clemson University Extension Advisory Board
- Voorhees College Health Coalition Board
- Regional Education Community Advisory Board



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

Bamberg 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).



<b>Objective</b> 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	<b>In Support of Partnership Strategic Goal(s)</b> (Abbreviate as 1, 2, etc.)	<b>Success Metrics</b> Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)	<b>Action Items</b> Major activities to be initiated in support of the objective (to be operationalized by staff and partners)
<p>Bamberg County First Steps will serve as a local early childhood convener to support the needs of all preschool aged children; Will utilize the Annual Priority Goals and Objectives to increase community engagement, activities and awareness; Will lead and serve as a collaborating partners in coordinating community-wide endeavors to address local childcare needs; Will utilize the Community Education and Outreach Plan to focus on goals to raise awareness, knowledge, engagement, participation and support for early childhood programs and services.</p> 	4,5,6	<ul style="list-style-type: none"> <li>Annual Needs Assessment Survey</li> <li>Maintain documentation on file of all pertinent meetings, activities and events.</li> </ul> 	<ul style="list-style-type: none"> <li>Develop and implement the Annual Priority Goals and Objectives to focus on school readiness.</li> <li>Develop and implement the Community Outreach and Education Plan to promote the vision and mission of the partnership.</li> <li>Local and State Coordinators Convener Meetings</li> <li>Bamberg County First Steps will maintain professional business operations hours to ensure availability to the community.</li> <li>Keep an updated inventory of community support organizations, agencies, daycares and schools.</li> <li>Actively participate in local community childcare networking meetings.</li> <li>Bamberg County First Steps will be an organization that is accessible to the state and local community.</li> <li>Serve as a referral service connecting families to community resources in a timely manner.</li> <li>Participate in child-driven agencies and organizations' committees and coalitions.</li> <li>Participate in the SCFS Data System to ensure compliance.</li> </ul>

## Parents as Teachers

**Description:** Parents as Teachers (PAT) is an evidence-based home visiting program designed to build strong communities, thriving families and children who are healthy, safe and ready to succeed. PAT services include:

**Integration:** The PAT Program will integrate services utilizing the Life Skills Progression and other needs assessments to refer and link families to additional interventions; the program will integrate services with the ABC Scholarships Strategy for working families of those attending school fulltime. The PAT Program will integrate services in conjunction with its Parenting Advisory Board.

**Collaboration:** The PAT Program will collaborate with Bamberg School Districts 1 and 2, Department of Social Services, Bamberg County DHEC, Bamberg County Library, local childcare providers, and any other community child care driven entities.

Objective	In Support of Partnership Strategic Goal(s) (Abbreviate as 1, 2, etc.)	Success Metrics	Action Items
<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 &amp; collaboration</p>		<p>Evidence for demonstrating progress, or achievement, of this objective (assessments, surveys, evaluations, focus groups, or other documentation)</p>	<p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>Bamberg County First Steps will work collaboratively with S.C. First Steps to ensure full compliance with all state and national PAT Guidelines.</p> <p>Bamberg County First Steps will increase the number of children/families served in the PAT Program from seventeen per year to twenty by the end of 2020. At least 75% of clients served will participate in the program for at least nine months or more.</p> <p>60% Bamberg County First Steps PAT families will have two or more risk factors.</p> <p>70% Bamberg County First Steps PAT newly enrolled families will have an expectant mother of a child under age thirty-six months.</p> 	<p>1,3,5,6</p>	<ul style="list-style-type: none"> <li>▪ Bi-Monthly Home Visitations</li> <li>▪ Monthly Family Group Connections Meetings</li> <li>▪ Developmental Screenings</li> <li>▪ Family Assessments and Goal Settings</li> <li>▪ Community referrals and resources</li> <li>▪ Needs Assessment Survey</li> <li>▪ Monthly Family Connections Group Connection Survey</li> <li>▪ Maintain documentation on file of all pertinent meetings, activities and events.</li> <li>▪ South Carolina First Steps Data Collection System</li> </ul> 	<ul style="list-style-type: none"> <li>▪ Recruit families for program participation</li> <li>▪ Review community referrals for program participation</li> <li>▪ Bamberg County First Steps will target families with two or more readiness risk factors</li> <li>▪ Bamberg County First Steps will conduct weekly and monthly staff and team meetings to ensure quality compliance with all PAT Program Standards and Service Delivery.</li> <li>▪ Bamberg County First Steps will ensure fidelity to model specifications for the PAT Program.</li> <li>▪ Bamberg County First Steps will ensure certified PAT Supervisor and Parent Educators.</li> <li>▪ Bamberg County First Steps will engage with the Parenting Advisory Board</li> </ul>


## Childcare Training

**Description:** Bamberg County First Steps will afford high-quality professional training and development that meets the needs of the local child care workforce.

First Steps-sponsored training is certified through the SC Center for Child Care Career Development and includes topics in the areas of nutrition, health and safety, curriculum, child guidance, professional development and program administration. Best practices in training include not only the training itself, but follow-up in the classroom.

**Integration:** Childcare Training will integrate technical support and assistance with training follow-up; will partner with regional First Steps Partnerships to enhance and maximize training opportunities.

**Collaboration:** Bamberg County First Steps will collaborate with regional First Steps Partners, local school districts, local colleges and local community organizations that focus on the needs of the early childcare teachers and administrators.

<p style="text-align: center;"><b>Objective</b></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 &amp; collaboration</p>	<p style="text-align: center;"><b>In Support of Partnership Strategic Goal(s)</b> (Abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;"><b>Success Metrics</b></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;"><b>Action Items</b></p> <p>Major activities to be initiated in support of the objective (to be operationalized by staff and partners)</p>
<p>Bamberg County First Steps will increase the number of teachers served per year from twenty to thirty by the end of 2020. At least ninety percent of clients served will complete fifteen required DSS hours for early care teachers and twenty hours for directors.</p> 	<p style="text-align: center;">2,4,6</p>	<ul style="list-style-type: none"> <li>▪ Childcare Training Workshop Evaluation Survey</li> <li>▪ Annual Needs Assessment Survey</li> <li>▪ Maintain documentation on file of all pertinent meetings, activities and events.</li> <li>▪ South Carolina Data Collection System</li> </ul>	<ul style="list-style-type: none"> <li>▪ Bamberg County First Steps will maintain an active listing of childcare providers interested in attending training in person versus utilizing computer based training only.</li> <li>▪ Bamberg County First Steps will partner and share training information and refer teachers to conferences with First Steps Partnerships in the Low County Region to include: Allendale, Barnwell, Beaufort Hampton, and Orangeburg.</li> <li>▪ Bamberg County First Steps will collaborate with local colleges, TACT-Technical Assistance Coordination Meetings and S.C. Childcare Resource and Referral Network</li> </ul>

Bamberg County First Steps will offer high-quality child care professional training and development sessions that will meet the needs of the local early care providers.



2,4,6

- Technical Assistance and support
  - On-site classroom visitations
  - Assignments to support work in classroom
  - Training Coursework follow-up questionnaire
  - Link training to infant toddler care and staff-child interactions
  - Monthly Satisfaction survey
  - Annual Needs Assessment Survey
  - Maintain documentation on file of all pertinent meetings, activities and events.
  - South Carolina First Steps Data Collection System
- Bamberg County First Steps will sponsor twenty hours of high-quality professional DSS Certified Training sessions to support the needs of local early care teachers, directors, and principals.
  - All training will be certified through the South Carolina Center for Childcare Career Development
  - Bamberg County First Steps will sponsor training that is certified through the SC Center for Child Care Career Development.
  - Bamberg County First Steps will offer the training from the following topics: nutrition, health and safety, curriculum, child guidance, professional development and program administration.
  - Bamberg County First Steps will offer follow-up classroom visits as an addendum to training sessions.




## Childcare Scholarships

**Description:** Bamberg County First Steps Childcare Scholarships are vouchers that afford low income working parents opportunities for quality daycare to promote the healthy development and school readiness of their children.

**Integration:** Bamberg County First Steps Childcare Scholarships strategy will integrate services with the Parents as Teachers Model.

**Collaboration:** Bamberg County First Steps Childcare Scholarships will collaborate with the Department of Social Services

<p style="text-align: center;"><b>Objective</b></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 &amp; collaboration</p>	<p style="text-align: center;"><b>In Support of Partnership Strategic Goal(s)</b> (Abbreviate as 1, 2, etc.)</p>	<p style="text-align: center;"><b>Success Metrics</b></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;"><b>Action Items</b></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 Childcare Scholarships served per year from a minimum of five to eight by the end of 2020. At least 100% of clients served will participate in the program for at least 12 months.</p> <p>All Childcare Scholarships families will participate in the Parents as Teachers Program and meet all program requirements.</p> 	<p style="text-align: center;">1,3,5</p>	<ul style="list-style-type: none"> <li>▪ Bi-Monthly Home Visitations</li> <li>▪ Monthly Family Group Connections Meetings/Parent training</li> <li>▪ Developmental Screenings</li> <li>▪ Family Assessments and Goal Settings</li> <li>▪ Community referrals and resources</li> <li>▪ Needs Assessment Survey</li> <li>▪ Monthly Family Connections Group Connection Survey</li> <li>▪ Family Satisfaction Survey</li> <li>▪ Maintain documentation on file of all pertinent meetings, activities and events.</li> <li>▪ South Carolina FSDS</li> </ul>	<ul style="list-style-type: none"> <li>▪ Recruit at risk families for program participation</li> <li>▪ Solicit and review community referrals for program participation</li> <li>▪ Review monthly DSS ABC Scholarship Report</li> <li>▪ Monthly visits at the local ABC certified daycare providers</li> <li>▪ Integrate all Parents as Teachers services</li> <li>▪ Ensure parenting compliance for all DSS ABC Scholarship recipients.</li> </ul>