



# 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)



Profile of the Ready Kindergartner brochure

## 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.

## 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."

## Vision, Mission, and Values

Source: *Guiding Principles and Best Practices for South Carolina Nonprofits, 4<sup>th</sup> Edition* (TogetherSC, 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.

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### 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 partnership board adopts the SC First Steps Vision 2020 vision statement for its 2018-2020 Strategic Plan

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### 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 partnership board adopts the SC First Steps Vision 2020 mission statement for its 2018-2020 Strategic Plan

## 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 partnership board adopts the SC First Steps Vision 2020 core values for its 2018-2020 Strategic Plan

## 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>Marlboro 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	Marlboro County First Steps (MCFS) will work to ensure that families understand the importance of their child’s well-being as it relates to early development and preschool.	Goals 1,3, and 5	1A, 1B, 3A,4A
2	MCFS will ensure that Early Intervention is key tool to determining what’s needed for county eligible families.	Goals 1, 2, and 5	1B, 3A, 3B, 4B
3	MCFS will support early childhood education in the county through various programs the partnerships.	Goals 3 and 5	1A, 1D,
4	MCFS will continue being involved with the Marlboro County Coordinating Council and others in community through various levels of collaboration.	Goals 1 and 5	

## Marlboro 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).

<b>Local Portal</b>			
Marlboro County First Steps will connect families of preschool children to services designed to strengthen families and promote optimal child development (State Priority: Core Function).			
<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</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		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)
MCFS will build capacity of known services to help with the development of eligible families.	Goals 1 and 2	Assessments, evaluations and other documentation	<ul style="list-style-type: none"> <li>▪ Community Events related to families</li> </ul>
Increase the number of services for MCFS families as it relates to child well being	Goal 1	Other documentation	<ul style="list-style-type: none"> <li>▪ Community health fairs and meetings</li> </ul>

## Community Education and Outreach

Marlboro 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>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</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		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 amount of information that is seen by the public as it relates to the services of Marlboro County First Steps.	Goals 2 and 4	Other documentation	<ul style="list-style-type: none"> <li>▪ Establish a MCFS Facebook page</li> <li>▪ Present at Career Days and Health Fairs</li> </ul>
Ensure that the community understands the importance of Early Childhood.	Goals 1 and 3	Surveys and other documentation	<ul style="list-style-type: none"> <li>▪ Presentation at Chamber, City and County Council</li> <li>▪ Partnering with others during community events</li> </ul>

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

Marlboro 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>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</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		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)
MCFS will work to strengthen interagency accountability and collaboration in Marlboro County.	Goal 4	Other documentation	<ul style="list-style-type: none"> <li>▪ Marlboro County Coordinating Council meetings</li> <li>▪ Other local board meetings</li> </ul>

## Parents As Teachers

**Description:** Marlboro County First Steps and Marlboro School District Parents as Teachers (PAT) provides home visitation services twice a month for 10 months in a year. Also, one monthly group meeting focuses on various topics based on the needs of families and feedback.

**Integration:** PAT is integrated with the child care scholarship initiative program. PAT is contracted out with Marlboro County School District to serve more children.

**Collaboration:** Marlboro County School District provides two part time home visitors and administrative oversight by the Family Literacy Coordinator.

<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</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		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 served per year to 25 by the end of 2020. At least 80% of clients served will participate in the program for at least 11 months.	Goals 1 and 2	We will use assessments for this Parenting program as well as surveys and other documentation	<ul style="list-style-type: none"> <li>▪ Home Visitation services twice a month</li> <li>▪ Group Meetings with families monthly</li> </ul>
Increase and strengthen the number of collaborative partners to provide more services for families.	Goals 2 and 4	Surveys for needs bases as well as other documentation	<ul style="list-style-type: none"> <li>▪ We will meet with various agencies monthly</li> </ul>

## Child Care Training

**Description:** Marlboro County offers quarterly certified training through the SC Center for Child Care Career Development (CCCCD). Participating providers received training as well as follow-up visits from staff for training content implementation. Providers are required to attend a minimal of two trainings for desired outcomes due to other trainings available in the county.

**Integration:** This strategy is aligned with the child care training plan to provide high quality low cost trainings.

**Collaboration:** SC CCCCDC certifies the training, provides trainers, and document the training; SC Child Care Resource and Referral (CCR&R) provides trainers; Marlboro County School District provides in kind space for trainings; Marian Wright Edelman Library provides in kind space for trainings; and Northeastern Technical College provides additional trainings to child care providers.

<b>Objective</b>	<b>In Support of Partnership Strategic Goal(s)</b> (abbreviate as 1, 2, etc.)	<b>Success Metrics</b>	<b>Action Items</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		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 adults served per year to 18 by the end of 2020. At least 20 hours of credit by that time as well.	Goals 1 and 3	Surveys and other documentation	<ul style="list-style-type: none"> <li>▪ Week of the Young Child activities</li> <li>▪ Reading In The Park</li> </ul>
Build capacity of amount of resources that local childcare providers can use	Goals 1 and 3	Surveys and documentation	<ul style="list-style-type: none"> <li>▪ Literacy Week visits to centers</li> </ul>



## Scholarship Initiatives

**Description:** Scholarships are provided to parents who are currently working and/or enrolled as a full time student. These scholarships are available for year round services. Clients who receive services participate from three to five years. Please note, parents who participate in PAT will receive a scholarship until the child is five.

**Integration:** In order to receive a scholarship, the client must be a part of the Marlboro County First Steps Family Strengthening Parents as Teachers Program.

**Collaboration:** SC DSS assist in managing scholarships and providing in kind.

<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 children served per year to 20 by the end of 2020. At least 90% of clients served will participate in the program for at least 12 months.</p>	<p>Goals 1,2 and 3</p>	<p>Surveys and other documentation</p>	<ul style="list-style-type: none"> <li>▪ Outreach Recruitment</li> <li>▪ More use of social media</li> </ul>
<p>Ensure and increase the number of eligible children who are assessed for early intervention.</p>	<p>Goals 1,2 and 3</p>	<p>Assessments, evaluations and other documentation</p>	<ul style="list-style-type: none"> <li>▪ Developmental Screenings</li> <li>▪ Participation in community based health fairs</li> </ul>