



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."



Spartanburg County First Steps is privileged to offer two exceptional programs for the children and families in our County. One of those programs, Spartanburg's First Steps Early Head Start, supported meeting the requirement of a Needs and Resources Assessment inclusive of all of our First Steps initiatives giving the agency a strong base in the development of this plan.

Our mission is to focus on every child's needs while ensuring parents have access to a state-approved educational program. Through our agency partners serving on our Partnership Board, our needs and resources are always being evaluated to champion the children and families of Spartanburg. Quality Counts, a champion of the young children in Spartanburg County, is an initiative that supports continuous quality improvement in early care and education programs with the goal of all children to arrive at school prepared for kindergarten success.

Through the foresight of our State Government's creation of a strong early education initiative, South Carolina First Steps, Spartanburg County First Steps is inclusive of two results oriented programs; Quality Counts and Early Head Start. These two programs are strong and incorporate the Vision and Mission of our First Steps State initiative for the future of our program. The Partnership will continue to grow and change in any way possible to meet the educational and supportive needs of the children and families of our community.

On a personal note, I plan to retire this year after serving for eighteen years as the first Executive Director of Spartanburg County First Steps. Our agency has grown from a two person staff in the year 2000 to forty-four quality staff members serving the youngest citizens of our county, a direct result of the leadership of our Spartanburg County First Steps Boards over the past eighteen years. We continue to assess and develop programs to meet the needs of our county and I am confident in the work and results of our Agency Staff, the Spartanburg County First Steps Board, our Partners in Spartanburg and the State.

The 2018 Comprehensive Plan was presented and approved by the Spartanburg First Steps Partnership Board on February 21, 2018.

Sincerely,

Carolyn Brooks, Executive Director

Sarah Love, Spartanburg County First Steps Board President

Vision, Mission, and Values

Source: *Guiding Principles and Best Practices for South Carolina Nonprofits, 4th 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.

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 following vision statement for its 2018-2020 Strategic Plan:

Spartanburg County First Steps Vision Statement
Every child in Spartanburg County will enter school ready for success.

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 following mission statement for its 2018-2020 Strategic Plan:

Spartanburg County First Steps Mission Statement
Spartanburg County First Steps will be the engine to drive collaboration, partnership, effective resource utilization and funding to prepare children to be ready for school.

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.

#	Spartanburg 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	To successfully administer the Early Head Start programs to ensure best practice, quality and compliance with the Head Start Performance Standards	1,2,4,5	1,2,3,4
2	To successfully administer Quality Counts to ensure the improvement and sustainability of high quality learning environments in early care and education programs, and maintain fidelity to Quality Counts Standards	3,4	1A-E, 3A-E, 4A-B
3	To provide families with opportunities to assess their child with the Ages and Stages Questionnaire- 3	1,2,5	3A, 3B, 3D, 4A
4	To continue to expand and grow Quality Counts to include early care and education programs on the waiting list	3	1A-E
5	To offer professional development on the Palmetto Basics to directors and teachers in early care and education programs to benefit caregivers and the families of the children in their care	1	2C,2E
6	To support Spartanburg County First Steps staff with opportunities to learn and engage from community partners and agencies to strengthen and support families	4,5	4A

Spartanburg 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			
Spartanburg 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	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)
To maintain and strengthen EHS transition services through collaboration with community partners, i.e. PCA HS, School Districts and Child Care Centers	1,6	<ul style="list-style-type: none"> ▪ Transition Plans, Transition Follow-up Contacts, Inter-agency MOU’s and parent surveys 	<ul style="list-style-type: none"> ▪ Engage in transition planning with families 6 months prior to transition date ▪ Schedule at least 2 transition collaboration meetings for parents with PCA HS ▪ Update Transitions Options Resource List annually ▪ Review Inter-agency MOU’s annually ▪ Follow-up with all transition families post transition
To recruit and maintain current community partners to serve on EHS Policy Council, School Readiness Committee and Health Services Advisory Committee	1,6	<ul style="list-style-type: none"> ▪ Meeting minutes, Training Minutes, Revised policies/work plans 	<ul style="list-style-type: none"> ▪ Schedule meetings and community partners participate in the meetings ▪ Review data and seek input from community partners ▪ Initiate program improvements based upon data analysis and community partners input
Maintain and monitor EHS Childcare Partnerships	1, 6	<ul style="list-style-type: none"> ▪ Childcare Partnership Contracts, Monitoring 	<ul style="list-style-type: none"> ▪ Develop and monitor Childcare Partnership contracts

		Results, Directors Meetings, Teacher trainings	<ul style="list-style-type: none"> ▪ Conduct monthly, quarterly and annual monitoring visits and observations of Childcare Partnership centers ▪ Provide responsive and consistent technical assistance and training to centers ▪ Provide Teacher training opportunities ▪ Conduct monthly Directors meetings
To increase the number of programs participating in Quality Counts	2,3,4	Star rating score, Environment Rating Scale Assessment	<ul style="list-style-type: none"> ▪ Enroll programs on the QC waiting list ▪ Support public school 4k classrooms
Move ASQ-3 from pilot phase to full implementation phase	3	The number of professional development trained, number of participants, and their evaluations.	<ul style="list-style-type: none"> ▪ Train childcare providers on the ASQ-3 ▪ Partner with The Children’s Museum of the Upstate as a site for parent involvement with ASQ-3. ▪ Partner with Spartanburg Academic Movement to support the ASQ-3 implementation.

Community Education and Outreach

Spartanburg 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)

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			
EHS will engage in ongoing oversight and data analysis to ensure compliance with School Readiness goals and utilization of the School Readiness Committee	1,6	TS GOLD checkpoint data analysis, School Readiness goals progress and School Readiness meeting minutes	<ul style="list-style-type: none"> ▪ Conduct 3 TS GOLD checkpoints annually ▪ Update School Readiness goals progress quarterly ▪ Provide quarterly reports on School Readiness progress/outcomes to FS Board, Policy Council and School Readiness Committee ▪ Schedule regular School Readiness Committee meetings
Spartanburg County First Steps Board will actively engage in supporting the mission of the agency.	1,2,3,4,5,6	<ul style="list-style-type: none"> ▪ Number of board members who volunteer. 	<ul style="list-style-type: none"> ▪ Utilize board members as ambassadors for school readiness in our community. ▪ They will be volunteers for school readiness as appropriate.
We will engage with community partners to support school readiness.	1,2,3,4,5,6	<ul style="list-style-type: none"> ▪ Number of professional development opportunities offered to childcare providers. ▪ Number of families visiting the museum. ▪ Named a partner in the Education Oversight Grant to support high quality 4k in public school. 	<ul style="list-style-type: none"> ▪ Engage the Chapman Cultural Arts Center in a partnership to support the integration of the arts in childcare. ▪ To engage The Children’s Museum of the Upstate as a partner to support kindergarten readiness. ▪ To support Spartanburg Academic Movement (SAM) initiative with public school 4k kindergarten readiness collaborative action network.
Spartanburg County First Steps will engage with community	1,2,3,4,5,6	<ul style="list-style-type: none"> ▪ Minutes from the 	<ul style="list-style-type: none"> ▪ Facilitate bi-weekly TFS partner meeting

<p>partners (Spartanburg School District Seven, The Northside Development Group, PCA Head Start, First Steps Early Head Start and USC Upstate) to design, and develop The Franklin School (TFS), and community collaborative model child development center.</p>		<p>meetings, TFS operating manuals, TFS partner agreements.</p>	<ul style="list-style-type: none"> ▪ Develop in conjunction with partners, policies and procedures of TFS. ▪ Serve as administrator of TFS to include HR management and fiscal responsibilities.
<p>Spartanburg County First Steps will continue to support Key Partner relationship with The Mary Black Foundation.</p>	<p>2,5</p>	<ul style="list-style-type: none"> ▪ Announcement of grant funding, annual grant and data reports, Way to Wellville meeting agendas. 	<ul style="list-style-type: none"> ▪ The sustainability and growth of Quality Counts. ▪ Expansion of grant funding to include Teacher Education Attainment Awards. ▪ Serve as education co-chair for Way to Wellville Kindergarten Readiness Committee. ▪ Support Palmetto Basics implementation

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

Spartanburg 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).

<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>Spartanburg County First Steps support community and state initiatives that support school readiness</p>	<p>1,2,3,4,5,6</p>	<p>ITERS-R assessments, Professional Development Training Calendar Agenda from County Collaboration Breakfast</p>	<ul style="list-style-type: none"> ▪ Quality Counts TAs’ stay in close contact with the SC 4K TA, Sharon Bruton, supporting programs as needed (E-3, room design, or professional development). ▪ Spartanburg County First Steps EHS Team currently has 21 EHS-CCP classrooms. Quality Counts also support those rooms through ITERS-R assessments, and professional development. ▪ EHS and QC staff stay in contact with Baby Net as needed. Baby Net will be one of the agencies included in the Spartanburg County Collaboration Breakfast.
<p>Spartanburg County First Steps will support local initiatives to improve state identified school readiness goals.</p>	<p>3,5,6</p>	<p>Agendas from meetings, pictures from activities, professional development certificates, numbers of children from vision screenings.</p>	<ul style="list-style-type: none"> ▪ Support and participation in the following initiatives. <ul style="list-style-type: none"> ➤ Palmetto Leadership Academy ➤ Eat Smart Move More ➤ ASQ-3 – Spartanburg Academic Movement Pilot ➤ Shared Services ➤ Palmetto Basics ➤ Focus First

			<ul style="list-style-type: none"> ➤ Children’s Trust Abuse and Prevention – Pinwheel Gardens ➤ Summer Slide Reading Program ➤ School Readiness Committee meetings ➤ Week of the Young- Child Play in the Park ➤ Early Head Start School Readiness Committee
Spartanburg County First Steps supports staff involvement in activities, committees, boards, etc. at the Local and State-level.	6	Agendas from state meetings.	<ul style="list-style-type: none"> ▪ Executive Director serves on South Carolina First Steps Committees, Middle Tyger Community Center Board, Ten at the Top. Affiliate & Supporter: Capita and Institute for Child Success ▪ Barbara Manoski, QC Program Director, serves on the Early Learning Standards Interagency Stakeholder Group and Implementation Team. Franklin School Committee ▪ Jeri Ross-Hayes, Early Head Start Director, serves on the state Head Start Directors affiliate, Health Services Advisory Committee and the SC National Association of Social Workers Board ▪ Tammy Compton, QC Lead TA, serves on the Governors Child Care Licensing Board

Early Head Start

Description: Early Head Start (Federally Funded) serves eligible families with children ages 0 – 3 &/or pregnant women in Spartanburg County

Integration: EHS program goals/objectives are integrated into the strategic goals, the legislative goals and SC’s school readiness description

Collaboration: EHS is built upon community partnerships and collaboration with childcare centers and community agencies

<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>EHS Program goal: SCFS EHS will enhance its educational services to improve children’s literacy and language scores to maximize their potential to enter kindergarten with a solid foundation for learning success.</p>	<p>1,2,6</p>	<ul style="list-style-type: none"> ▪ TS GOLD Assessment Checkpoints will indicate an increase on these scores yearly. ▪ The classroom ITERS scores will be 5 or higher. 	<ul style="list-style-type: none"> ▪ Staff will participate in training on utilization of the TS GOLD Assessment ▪ Staff will become reliable in the TS GOLD Assessment ▪ EHS classrooms will receive an annual ITERS ▪ Child will receive an Imagination Library book monthly <p>Parents will participate in monthly Reading Logs</p>
<p>Enhance community partnerships to assist families in accessing community health resources by increasing the knowledge and abilities of families and staff to identify and utilize community resources to support families’ individual health needs, i.e. smoking cessation, obesity and utilization of a medical home.</p>	<p>1,6</p>	<ul style="list-style-type: none"> ▪ Enhance community partnerships to assist families in accessing community health resources by increasing the knowledge and abilities of families and staff to identify and utilize community resources to support families’ individual health needs, i.e. smoking cessation, obesity and utilization of a medical home. ▪ consistent medical care for child and family 	<ul style="list-style-type: none"> ▪ Train Staff on gross motor and fine motor activities utilizing the curriculum ▪ Provide families information on smoking cessation and second hand smoke risks ▪ Provide families information on weight management activities including health eating ▪ Provide families with information on health care providers and assist them in accessing such ▪ Develop community partnerships with applicable health, dental and nutrition providers ▪ Train staff on available community resources ▪ Update the community resource list throughout the year
<p>Enhance community partnerships to assist families in</p>	<p>1,6</p>	<ul style="list-style-type: none"> ▪ Child Development Plan 	<ul style="list-style-type: none"> ▪ Train Staff on gross motor and fine motor

<p>accessing community health resources by increasing the knowledge and abilities of families and staff to identify and utilize community resources to support families' individual health needs, i.e. smoking cessation, obesity and utilization of a medical home.</p>		<p>will be developed with parents to promote gross and fine motor development</p> <ul style="list-style-type: none"> ▪ Parents will participate in a Smoking Cessation Survey and be provided education on such ▪ Parents will participate in a weight management questionnaire and be provided education on such ▪ Parents will be provided information and support to participate in consistent medical care for child and family 	<p>activities utilizing the curriculum</p> <ul style="list-style-type: none"> ▪ Provide families information on smoking cessation and second hand smoke risks ▪ Provide families information on weight management activities including health eating ▪ Provide families with information on health care providers and assist them in accessing such ▪ Develop community partnerships with applicable health, dental and nutrition providers ▪ Train staff on available community resources ▪ Update the community resource list throughout the year
<p>FS EHS will improve its data management system to maximize the program's ability to effectively gather, measure and analyze data and implement program improvements as indicated.</p>	<p>1</p>	<ul style="list-style-type: none"> ▪ FS EHS will develop and implement an effective data management system to ensure program success. ▪ FS EHS will have accurate, efficient and accessible data that drives the program goals and objectives which result in effective and responsive service delivery. 	<ul style="list-style-type: none"> ▪ Provide training on use of Teaching Strategies GOLD ▪ Encourage and monitor regular center and home-based attendance ▪ Staff will participate in ongoing review and analysis of data ▪ Utilize data analysis to engage in continuous program improvements

Quality Counts

Description: Quality Counts is not designed to have an "end" of participation for early care and education programs. Programs sign an MOA, and

understand fully that Quality Counts is designed to support them for as long as the initiative is funded. The TA support for 1, 2, and 3 Star programs is much more intensive than the support that 4 and 5 Star programs typically need.

The drivers behind Quality Counts CQI model are:

- Evidenced-based standards
- Environment Rating Scale assessments on 50% of the classrooms by a reliable rater
- Relationship based-technical assistance provided by well-qualified TAPs which may be a couple times a week or month, depending on the need
- Supports for directors and staff:
 - Quality Improvement Plan (QIP) developed with the TA and director, based off of the results of the assessment on all 5 standards
 - Quality Improvement Grants (awarded at each assessment, ranging from 2000-5000, and must support goals in QIP)
- Quarterly Director Network meetings (the goal is to bring best practice, improve program administration skills, and to introduce new local/state/ national initiatives, and to develop relationships and share resources and ideas)
- Approximately 80-100 hours of high-quality professional development opportunities which are directly related to the needs of the programs, staff, and children are offered at no cost annually
- Opportunity to participate in profession building initiatives(Summer Slide Reading Program, Palmetto Leadership Academy, ASQ-3 Pilot, etc.)
- Support and recognition from community partners

Integration: Quality Counts team values, respects, and works closely with the Early Head Start team in the Spartanburg County First Steps office. We meet monthly as a whole group, and as needed in smaller groups to address issues that arise with all our programs. When the Early Head Start programs joined Quality Counts, we made a decision together, that EHS would take the lead on TA in their programs, and Quality Counts would assist as needed.

At the community level, Quality Counts has been supported by multiple partners in very positive ways. For example, Spartanburg Academic Movement (SAM) wrote a Community Education Block Grant to the Department of Education with Spartanburg School District 7 and Quality Counts was named as one of the strategies in the grant. The grant was successful, and Quality Counts has since been included in two more grants resulting in the expansion of Quality Counts into public school 4K classrooms in District 3 and 7. In addition, Quality Counts is a partner with the Chapman Cultural Center, Hello Family, The Upstate Children's Museum, etc.

Collaboration: Quality Counts collaborates with state agencies by supporting their initiatives and programs. For example, two or three members of the Quality Counts team attends the quarterly TACT meetings sponsored by CCR&R. At these meetings we are able to connect with staff, from the Inclusion Collaborative, Child Care Licensing, and ABC Quality building personal relationships with them. This builds a platform that allow us to discuss programs in our county and how we are supporting them. These conversations keep us from tripping over each other and can often help to fill in

information gap on programs. The QC team also attends CCCCD and SC First Steps sponsored professional development for TAPs and Certified and Master Certified Trainers. Again, building relationships and staying current with practices adopted by our state. The team also tries to support committees and boards sponsored by other state agencies. For example, Tammy Compton, QC TA Lead, serves on the Governors Licensing Child Care Board, and Barbara Manoski, QC Program Director, served on the DSS sponsored BUILD State Team for several years. At the local level, Quality Counts staff serve on local boards and committees with initiatives like Spartanburg Academic Movement, the Mary Black Foundation, the Chapman Cultural Center, and Spartanburg School District 3 and 7.

<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>Quality Counts will support programs to participate in the implementation of the ASQ-3.</p>	<p>1,2,3</p>	<p>Number of completed ASQ-3 assessments Professional development roster for child care providers Number of children referred for intervention services</p>	<ul style="list-style-type: none"> ▪ Offer training on ASQ-3 to QC programs ▪ Offer TA and support to programs who attend the training ▪ Partner with Spartanburg Academic Movement to receive TA and support
<p>Quality Counts will enroll programs on current waiting list to increase enrollment by 10%</p>	<p>2, 4</p>	<p>Program enrollment forms and star rating reports.</p>	<ul style="list-style-type: none"> ▪ Contact programs on waiting list ▪ Enroll programs ▪ Conduct baseline star rating assessment
<p>Quality Counts will support the use of Palmetto Basics with childcare providers and families</p>	<p>1,2,5</p>	<p>Number of childcare providers and directors attending training number of parents attending parent classes</p>	<ul style="list-style-type: none"> ▪ Work with Mary Black Foundation and Open fields to provide training opportunities on Palmetto Basics for child care providers and directors ▪ Quality Counts will support programs in their efforts to provide parents with Palmetto Basic information ▪ Quality Counts will support The Children’s Museum of the Upstate to promote Palmetto Basics
<p>Through a partnership with Spartanburg School Districts 3 and 7 Quality Counts will be implemented to raise the quality of early learning environments in public school 4K classrooms</p>	<p>2,6</p>	<p>Environment rating scale scores, CLASS scores</p>	<ul style="list-style-type: none"> ▪ Pre ERS and CLASS completed ▪ 12 hours of Professional Development provided for teachers and assistants

			<ul style="list-style-type: none"> ▪ TA on classroom design, materials, and best practice offered ▪ Post ERS and CLASS completed
Quality Counts will support programs to participate in the implementation of the ASQ-3 pilot implementation.	2,3	Number of completed ASQ-3 assessments Professional development roster for child care providers Number of children referred for intervention services	<ul style="list-style-type: none"> ▪ Offer training on ASQ-3 to QC programs ▪ Offer TA and support to programs who attend the training ▪ Partner with Spartanburg Academic Movement to receive TA and support
To support early care and education programs in Spartanburg County with the understanding and the implementation of the new Early Learning Standards	1,2,3,4,5,6	Number of trainings conducted and manuals distributed.	<ul style="list-style-type: none"> ▪ To support multiple professional development trainings in support of the implementation and understanding of the SC ELS.