



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.

3 Ready Schools and Educators

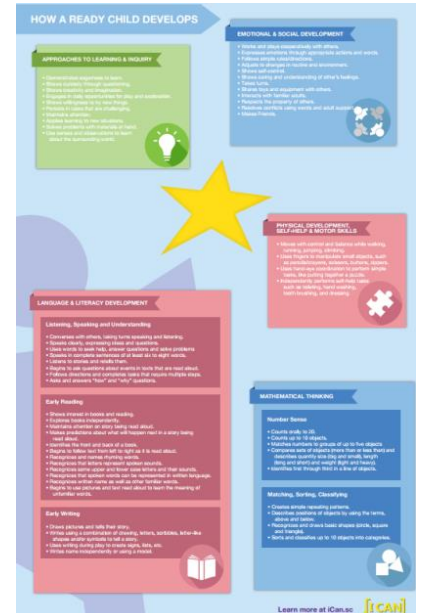
Schools and educators for the Ready Kindergartner:

- 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 brochure

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

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

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

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



January, 2018

The preparation of McCormick County First Steps' Comprehensive Plan began with our recent Needs Assessment and was completed with the help of our staff and our board members. Our Executive Board members established the time line for completion and evaluated the Community Convener and Local Portal sections of the plan.

Each one of our programs was evaluated by the program supervisor, the program staff and the executive director. Once all evaluations were complete, we were able to determine our strengths, our weaknesses and areas that could be improved.

During two meetings with the full board we developed our Vision, Mission and Values. At these meetings we also developed three strategic goals. All objectives and action items developed are based on accomplishing these goals.

During the next three years a major focus will be on children 0-3 years. We plan to open two new Early Head Start classrooms and to modify our current child care center to mirror those classrooms as closely as possible. We also plan to investigate other parenting programs. Although we have been successful using Parents as Teachers, we would like to use an equally-successful, less-expensive option. We plan to increase the number served in our Nurse Family Partnership program. Through better recruiting and the completion of the Pay For Success trial, we feel that increase will be possible.

We are blessed, here in McCormick, to have such wonderful, supportive partners, board members, volunteers and clients. We try to take every opportunity to thank them and will continue to do so.

This plan will be approved by the board on January 23, 2018.

Paul Brown, Board Chair

Ruth Detrick, Executive Director

Vision, Mission, and Values

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.

McCormick County First Steps Vision Statement

All children in McCormick County enter school healthy and ready to succeed.

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.

McCormick County First Steps Mission Statement

The mission of the McCormick County First Steps Partnership is to improve the healthy development and school readiness of preschool children and their families by fostering collaboration and supporting quality early childhood programs that meet the needs of our children and families.

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.

McCormick County First Steps Core Values

We work as a team

We act with integrity and honesty

We involve the community

We believe collaboration is vital

We hold ourselves accountable

We provide exceptional service

We champion and support diversity

We believe families are a child's first teacher

We support the whole child

We celebrate our successes

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.

#	McCormick County First Steps Strategic Goals, 2018-2020 (To Create McCormick County's 21st Century Workforce)	FS Legislative Goal(s) Addressed (abbreviate as Goal 1, 2, etc.)	Profile of the Ready Kindergarten Benchmark(s) Addressed (abbreviate as 1A, 2B, etc.)
1	Increase the number of families with the capacity to support their child's healthy development, particularly among underserved populations (rural/outlying areas, non-English speakers).	Goal 1, 2,	1B, 1C, 2B, 2D
2	Ensure children's emotional, social, cognitive and physical development through high-quality programs and enrichment activities; and by engaging parents in inquiry based activities and by involving the business community in funding these programs to enrich their future workforce.	Goal 2, 3, 4, 5	1A, 1B, 1C, 1D, 1E, 2E, 4A, 4B
3	Enhance leadership development and capacity building in child care providers and teachers to ensure we are prepared to meet the unique, individual needs of all students.	Goal 2, 3, 4	1A, 3B, 3C, 3D, 3F

McCormick 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			
McCormick Count 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)
Introduce Ready Rosie and Palmetto Basics to families of preschool children in McCormick <i>All action items were completed, but objective was not met. Families who signed up were not viewing videos. For year 2 the license will not be renewed. (11/13/18)</i>	Goal 1, 3	If 100 families sign up to use Ready Rosie, objective will be met. If 85% of families watch Ready Rosie videos, goal will be met.	<ul style="list-style-type: none"> ▪ Train all teachers and care givers on use of Ready Rosie ▪ Incent and get teachers and care givers to invite all families to join ▪ Follow up for families viewing of videos
All children 0 – 5 years old will receive books, through Reach Out and Read, as part of their medical home.	Goal 1, 2	Reach Out and Read results reported to partnership.	<ul style="list-style-type: none"> ▪ Continue to purchase book for McCormick Family Practice to use as part of the Reach Out and Read program.

Community Education and Outreach

McCormick 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)

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Produce and distribute materials to reflect the activities and objectives of the partnership’s programs and desire to close the 30 million word gap	Goal 1, 2	Copies of Messenger and Shoreline articles	<ul style="list-style-type: none"> ▪ Use McCormick Messenger & Shorelines to publicize events and activities ▪ Publicize 10 words of the week to encourage talking to children and increasing vocabulary
Participate in community events that reach our target audience. At these events ask interested families for contact information, to use for recruitment and for volunteers.	Goal 2	Documentation of attendance	<ul style="list-style-type: none"> ▪ Attend local Gold Rush Festival ▪ Be alert to local events ▪ Attend other local events
Educate local and state policymakers and leaders on the local impact of First Steps	Goal 2	Documentation of contacts	<ul style="list-style-type: none"> ▪ Contact State leaders on issues when appropriate ▪ Invite local and state leaders to events and annual meeting
Expand the use of Social Media to promote events and to educate the community on activities and accomplishments	Goal 1, 2	Documented monthly Facebook posts Like & Shares	<ul style="list-style-type: none"> ▪ Post pictures and explanations of events/activities ▪ ED to increase knowledge of Facebook ▪ Upcoming events to be posted on Facebook
Recognize and appreciate volunteers and teachers, who help with the healthy development of the children we serve	Goal 3	Follow-up documentation	<ul style="list-style-type: none"> ▪ Each volunteer in the Library Literacy program will receive a thank you note in May ▪ A luncheon will be scheduled for May ▪ Increase number of volunteers and volunteer activities

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

McCormick 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>Collaborate with other organizations and agencies to educate community about the importance of early childhood education</p>	<p>Goal 2</p>	<p>Minutes of meeting Documentation of other contacts</p>	<ul style="list-style-type: none"> ▪ Convene community meeting around the needs of preschool children and their families ▪ Make presentations at other community meetings ▪ Attend monthly Chamber Meetings ▪ Invite community to Learning Center for Chamber breakfast
<p>Increase the amount of financial, in-kind and volunteer support from the business and faith communities”</p>	<p>Goal 2</p>	<p>Documentation of meetings and actions, donations and volunteers</p>	<ul style="list-style-type: none"> ▪ Participate in Ministerial Alliance meeting and activities ▪ Visit churches/church meetings as appropriate ▪ Explore ways to get more involved in business community
			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action

Parents as Teachers

Description: We provide Home visits, screenings, resources & referrals, and group connections. Families receive 2 visits per month. At a minimum we want families in the program for 2 years and try for 3 or more years to get maximum results.

Integration: Some children served attend our child care center and our library literacy program. Some families also receive child care scholarships. Families are connected to Head Start, DSS and other local agencies.

This strategy is contracted out for financial support and because of the quality of the program that is being provided.

Collaboration: McCormick School District—provides half of the funds to operate this program in In-Kind; Men of the Good Shepherd Catholic Church—Provide funds; First Book—Provides books; Lutheran Church by the Lake—Provides funds

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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 30 by the end of 2019. (11/13/18) At least 80% of clients served will participate in the program for at least 9 or more months each year and for two or more years.	Goal 1, 2	First Steps Data System	<ul style="list-style-type: none"> ▪ — Resolve Parent Educator issue in order to have 2 parent educators serving our county (11/13/18) ▪ Recruit families early in August ▪ Develop relationships that motivate parents to continue participation
Increase attendance at Group Connection meetings.	Goal 1, 2	First Steps Data System	<ul style="list-style-type: none"> ▪ Evaluate & improve topics and delivery methods ▪ Incent parents to attend ▪ Develop relationships that motivate parents to attend
Add Ready Rosie services to teach parents how to use daily interactions to support “brain building” and school readiness Ready Rosie was not successful with our families for year 2 the license will not be renewed. (11/13/18)	Goal 1, 2,3	Ready Rosie Data	<ul style="list-style-type: none"> ▪ Train and incent Parent Educators ▪ Follow up with families and Parent Educators ▪ Continually send information and remind parents
Investigate other less-costly, evidence based parenting programs to use in our county	Goal 3	Documentation of investigation and possible change in program	<ul style="list-style-type: none"> ▪ Investigate the costs and benefits of other Parenting programs

Nurse Family Partnership

Description: This strategy is a nurse home visitation program for first-time mothers to improve prenatal care, provide parenting education, referrals to needed services, pre-natal education, breast feeding information, mental health screenings, developmental screenings, family planning, intimate partner violence information, mother & baby programs.

Integration: Families are sometimes served in our FS child care center and receive FS scholarships. Families are also served by community providers with WIC, family planning and medical providers.

Collaboration: This strategy is contracted to Carolina Health Center and receives referrals from the WIC program at DHEC, nurses from the McCormick schools, pediatric nurse practitioner, and DHHS. We also receive support for this program from the Lutheran Church and the Catholic Church.

<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>
At least 90% of clients will be retained through the birth of their child	Goal 1, 2	Client records	<ul style="list-style-type: none"> ▪ Be flexible with scheduling home visits ▪ Provide incentives for meeting participation and retention goals
At least 89% of clients will be retained through their child's first birthday	Goal 1, 2	Client records	<ul style="list-style-type: none"> ▪ Be flexible with scheduling home visits ▪ Provide incentives for meeting participation and retention goals
At least 90% of clients will be retained through their child's 2 nd birthday	Goal 1, 2	Client records	<ul style="list-style-type: none"> ▪ Be flexible with scheduling home visits ▪ Provide incentives for meeting participation and retention goals
Increase the number of families served to 8 by 2020	Goal 1	Client records Monthly reports	<ul style="list-style-type: none"> ▪ Continue to stress recruitment with Carolina Health ▪ Continue to encourage DHEC to advocate for this program and make referrals
			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action

Child Care Scholarships

Description: We provide funds to parents to help with the cost of child care. Once a family applies and is given a scholarship, it continues until the fiscal year is over. If children do not age out, we continue the scholarship into the next fiscal year.

Integration: All children who receive scholarships are enrolled in our own high-quality child care center, they all also participate in our library literacy program. This program is operated in-house as it is managed by the executive director.

Collaboration: McCormick School District: promotes and provides applications. Even Start Child Care Center: promotes, provides applications, does ASQ developmental screenings on all scholarship children.

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<p>Increase the number of families served per year to 100% of at-risk families in the Even Start Child Care center by the end of 2020.</p>	<p>Goal 1, 2</p>	<p>First Steps Data System</p>	<ul style="list-style-type: none"> ▪ Provide Scholarship applications to every family applying for child care ▪ Dedicate funds to cover at least 16 families with full-time scholarships
<p>Increase to 90% the number of children who receive both pre & post developmental screenings so that we can identify children with delays as early as possible and address delays through classroom practices, referrals to services parenting support etc.</p>	<p>Goal 1, 2</p>	<p>First Steps Data System</p>	<ul style="list-style-type: none"> ▪ At a minimum pre and post ASQ screenings will be done on all children receiving scholarships ▪ Referrals will be made on children with developmental delays ▪ Subsequent, interim, screening will be done to ensure progress is being made
			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action
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			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action

Early Education for Children Under 4

Description: Quality child care, developmental screenings, referrals, insuring immunizations, age appropriate learning activities, physical activities, etc. Service provided 5 days a week, 8 hours a day. Minimum of 2 years to achieve outcomes.

Integration: All children in this program are also part of our Library Literacy program. Many families receive First Steps scholarships. With community partners we take field trips to local bookstore and churches.

Collaboration: McCormick School District: Runs program, provided funds and hiring. Lutheran Church: Provide story time, art, field trips and funds. Good Shepherd Women: provide funds. McCormick Arts Council: Provide art lessons. Susie Harts: Provides music. McCormick Library: Provides story time. Luella Crosby: Provides Pumpkins. BabyNet: Helps with child developmental delays. Other Volunteers: Help with garden, movement/yoga & other misc. tasks

Objective	In Support of Partnership Strategic Goal(s) (abbreviate as 1, 2, etc.)	Success Metrics	Action Items
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Increase the number of children, age birth to 3, served per year to 32 by the end of 2020 through a combination of Early Head Start, SC Voucher, and MCFS child care scholarship funding.	Goal 1, 2	First Steps Data Output System and EHS records	<ul style="list-style-type: none"> ▪ Children in this center will be on the waiting list for Early Head Start ▪ Continuing the A+ quality in the center should allow for full enrollment
Strengthen accountability and collaboration in the center by modeling it after the Early Head Start (EHS) classrooms	Goal 1, 2	Documentation of purchases and procedure changes	<ul style="list-style-type: none"> ▪ As closely as possible, provide the same materials for this center as are being provided in EHS ▪ As closely as possible, establish quality measures in this program to match EHS
Strengthen accountability by retraining child care providers on Creative Curriculum.	Goal 3	Documentation of training	<ul style="list-style-type: none"> ▪ When Creative Curriculum is being trained for new EHS teachers, retrain current teachers
			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action
			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action

Library Literacy

Description: We provide story time twice each month. We provide music, songs, rhymes and movement twice each month. We provide art once each month. Other special events are also provided. Children receive a book to take home and keep twice each month, at each story time.

Integration: This strategy is provided entirely by volunteers. We partner with the local library for story time; we have a volunteer music teacher to provide music; and the local arts council provides art. We provide this service to all children in the Even Start child care center and to all children in the Head Start classrooms.

Collaboration: McCormick Public Library: provides story time. Susie Hartz, volunteer: provides music, rhymes etc. McCormick Art’s Council: provides art. Good Shepherd Men’s club: funds. First Book: books

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<p>Increase the number of children served per year to 72 by the end of 2020. At least 80% of clients served will participate in the program for at least 2 years.</p>	<p>Goal 1, 2</p>	<p>First Steps Data System</p>	<ul style="list-style-type: none"> ▪ Continue to serve Head Start children, Even Start child care and begin to serve children in EHS classrooms ▪ Participation in this program depends on continued participation in Head Start, Even Start and Early Head Start
			<ul style="list-style-type: none"> ▪ Action ▪ Action ▪ Action
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