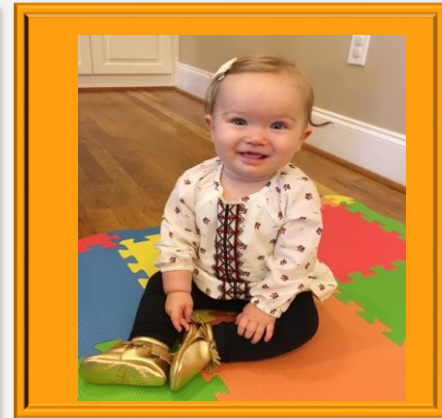


# 2019 February Leadership Webinar

February 19, 2019

10:00am - 11:30 am

To access this meeting by voice, please dial  
888-537-7715,  
participant code 43126552#



# Today's Agenda

1. Welcome
2. Executive Directors Report – Legislative Update
3. Communications Staff Introduction
4. Finance Update
5. Preschool Development Grant – Next Steps
6. Time Line for FY20 Renewal Plan and Needs Assessment
7. 5 Year External Evaluation Overview
8. Non Profit Management – analysis of board training support
9. Data System Update
10. 4K Update
11. PAT Update
12. Announcements / Key Partnership Dates

# Executive Director's Report

## **LEGISLATIVE UPDATE:**

### **Budget Process – Status Update**

- Out of House Ways and Means - Education Subcommittee
- On to full Ways and Means Subcommittee
- Senate Finance – Education Subcommittee End of February or Early March

### **Provisos**

- 4K Carry Forward
- Early Childhood Innovation Grants Tax Credit

### **Education Reform Bill**

- Moving through both House and Senate
- Relevant to Zero through Five

# New Communications Staff

- Porlan Cunningham
- Beth Moore



## Meet Beth Moore, Communications Coordinator for Local Partnerships at SC First Steps

- MA and (almost) PhD in Art History
- Former program coordinator of USC Women's Well-Being Initiative, a campus-community partnership that promotes the well-being of women and girls in the Midlands
- Former ED (and sole full-time staff member) of two small arts non-profits
- Parent of a young child

## What will she do

- **HELP CRAFT AN AMAZING STORY:** By learning about First Steps and creating a long-term plan for telling that story in the most effective way possible.
- **ALIGN AND EQUIP LOCAL PARTNERSHIPS AS STORYTELLERS:** By providing you with resources and training that can be customized to suit your own communications needs.
- **ELEVATE THE STORIES OF LOCAL PARTNERSHIPS TO THE STATE LEVEL:** By bringing your hard work and achievements to life for both internal and external audiences.
- **HELP YOU TELL YOUR STORY:** By supporting special projects in communities across the state.



## Next steps

- **COMMUNICATIONS ASSESSMENT:** You may be asked to complete a survey about your partnership's marketing and communications capabilities, challenges and goals. This will help Beth prioritize her work.
- **EDITORIAL CALENDAR:** While Beth cannot personally support every marketing and communications need, she will want to be aware of them. We are currently developing a plan for creating a master calendar of campaigns and events across the state.
- **RESOURCE LIBRARY:** Based on her assessment of communications needs, Beth will begin developing a program of resources and training available to all local partnerships.
- **STAYING IN TOUCH:** Don't hesitate to reach out and say hello!

Beth Moore  
bfmoore@scfirststeps.org  
803-734-6312



# Finance Update

## Formula Allocation Committee

- The committee is currently discussing various recommendations to the State Board for updating the formula allocation.
- Committee includes SC First Steps Board Members, and Local Partnership Executive Directors.

## New Accounting Software

- The office of MMO is currently in the negotiation stages of final selections in the new accounting software.
- When the final decision is made and accepted by the vendor, we will inform everyone with the great news.



# Finance Update

## Federal and State Mileage Rates for 2019

- Federal as of January 1, 2019 = 58 cents per mile
- State as of January 1, 2019 = 54 cents

## Communications with RFM

- Please be sure to communicate with Annie & Valerie with any concerns pertaining to Manley Garvin. We will then contact Linda at Manley Garvin with all issues and concerns.
- It's imperative to maintain an open line of communication along with following protocol.

## Reallocations

- Just a reminder – **DO NOT** delete the formulas in Column E of the program pages if linked to time/space allocation. Any changes must be made on the allocation worksheet or as a direct cost.

# Preschool Development Grant

## February 2020 Forecast – Top Ten

### **1. Completed Needs Assessment of SC Early Childhood System**

- Early Care and Education
- Health and Well-Being
- Family and Community

### **2. Comprehensive Strategic Plan**

- Local Input
- Regional Input
- State Input

### **3. SC First Steps Outcomes and Accountability Database**

- Plan for building a system to connect with existing or planned systems (CCCCD and Workforce Registry)

### **4. SC Data Warehouse**

- Plan for State integrated Early Childhood system
- Scope of work to include governance structure and protocols for data sharing

### **5. Smoother Early Childhood Transitions**

- IDEA Part C (Baby Net) to– Part B (Family Connection and Pyramid Model)
- Kindergarten (Countdown to Kindergarten & SC School Improvement Council trainings)

# Preschool Development Grant

## February 2020 Forecast – Top Ten

### **6. User Friendly Early Childhood Web Presence**

- Palmetto PreK ( All PreK programs statewide serving three and four year olds)
- Early Childhood Advisory Council (Information/activities all early childhood serving agencies)
- Plan for Comprehensive Portal (Easy navigation for parents/branded for all agencies to participate)

### **7. Best Practices Shared**

- More providers and other child/family serving professionals trained in:
  - Conscious Discipline (SC First Steps)
  - Adverse Childhood Experiences (Children’s Trust)
  - Pyramid Model (Inclusion Collaborative)

### **8. Evaluation of Planning Grant Year**

- Solid feedback for confident progress into the future

### **9. Joint PreK Outreach and Enrollment**

- SDE, First Steps and Head Start
- System Navigators informed of all options

### **10. State Agencies and Partners Working Shoulder to Shoulder**

- Move from silos to collaboration to integration = a working mixed delivery system serving SC children

– *Official Kick-Off is February 26!*

# PDG: Local Partnerships

## Opportunities for Local Partnerships to Receive Grant Funding:

### Countdown to K expansion

~~400~~ 350 slots statewide, fully funded ~~with 10% admin~~

Priority to districts without CTK (slots available to existing programs also)

Strong priority: home visitor is the child's 5K teacher

School/teacher recruitment materials available

Interested? Contact Janice ([jkilburn@scfirststeps.org](mailto:jkilburn@scfirststeps.org))

### PASOs Connections for Child Development

1 community health worker for 3 sites

Interest meeting/webinar Friday, Feb. 22 from 10-11:30am

Interested? Contact Jon ([jartz@scfirststeps.org](mailto:jartz@scfirststeps.org))

# PDG: Local Partnerships

## Needs Assessment and Strategic Planning:

Combines PDG requirement for a statewide birth-to-5 needs assessment and strategic plan with the requirement of local partnerships to update their local needs and resources assessment.

## \$3,000 per partnership to:

1. Serve on, and recruit other stakeholders, to participate in Regional Leadership Team meetings
  - 4 regions (based on DSS regions), 3 meetings per region
  - Purpose: define community aspirations related to services for children 0-5 and identify gaps
  - Timeline: meetings in late March, late April, late May
2. Recruit parents, caregivers, and other early childhood stakeholders to participate in online needs assessment survey:
  - Each partnership will receive custom survey links
  - Timeline: April-May 2019
  - County level results provided Summer 2019

# PDG: Local Partnerships

## 3. Focus Groups (2)

- Parents (1 required): can divide into multiple groups
  - Include parents who are **not** current or former program participants.
  - Important to hear from parents who are eligible but not currently accessing publicly funded early childhood services (4K, Head Start/EHS, child care voucher, First Steps, BabyNet/preschool special ed., home visiting).
- Child care providers (centers and home-based providers)
- Other community members
- Questions and reporting format will be provided by university researchers
- Can use \$ for incentives
- Timeline: March-May (submit report by May 10)

## 4. Help with local resource data

- Local school district programs for children before 5K
- Intensive parent training and support available in your county
- Timeline: May 2019

# Needs and Resources Assessment

## Timeline

Partnerships will receive to help with their needs and resources assessment, due December 31:

1. County-level results for needs assessment surveys, focus groups (summer 2019)
2. County-level utilization data from state agencies for major state and federal programs (IDEA, WIC, voucher, etc.) (summer 2019)
3. State B-5 Needs Assessment and Strategic Plan (fall 2019)
4. Results from FS Evaluation (fall 2019):
  1. Impact of FS on KRA results, other quantitative data
  2. Benchmarks: parent competence and confidence, child care quality
  3. Social network mapping results
5. First Steps strategic plan priorities (TBD)
6. Template for Needs and Resources Assessment update (summer 2019)
7. Program Officer support

# Proposed 2019 Time Line for Renewal Plan

## **February 19 – March 19**

Solicit feedback for FY20 Accountability Standards and Renewal Plan Process

## **March 20 and 21**

Finance and Administration and Program and Grants Committees meet to review projected allocations and standards for full board adoption at April board meeting

## **March 22**

Renewal Plan Template, DRAFT FY20 Accountability Standards and Projected Allocations are sent out

## **April 26 – State Board of Trustees Meeting**

Review and adoption of FY20 Program Standards and Tentative Partnership Allocations

## **May 3**

Final date for FY 19 Renewal Plan submission (6 weeks from when sent out)

## **June 13**

Program and Grants Committee meets to receive renewal plan staff recommendations

## **June 20– State Board of Trustees Meeting**

Renewal plan approvals upon review



# SC First Steps Evaluation 2019: Framework

Cheri Shapiro, PhD  
Director, Institute for Families in  
Society  
February 19, 2019



# Evaluation Team Leaders

- Institute for Families in Society (IFS)
  - Cheri Shapiro, PhD, Director
  - Ana Lòpez-De Fede, Ph.D., Associate Director
  - Kathy Mayfield Smith, Associate Director
- Core for Applied Research (CARE)
  - Pam Gillam, Ph.D., Director
  - Spencer Moore, Ph.D., Associate Professor, Arnold School of Public Health

# Considerations for the Evaluation

- Structure of SC First Steps to School Readiness (SCFS)
  - state and local levels
- Range of services provided
  - Focus on areas of greatest investment
- Scope of evaluation as requested
- Collaborative nature of evaluation
- Desire for benchmarks that can be used over time
- Data available in the SCFS dataset
- External data and ability to link with SCFS dataset
- Key outcome of school readiness
- Evaluation time frame (2013-2018)

# Key Evaluation Questions

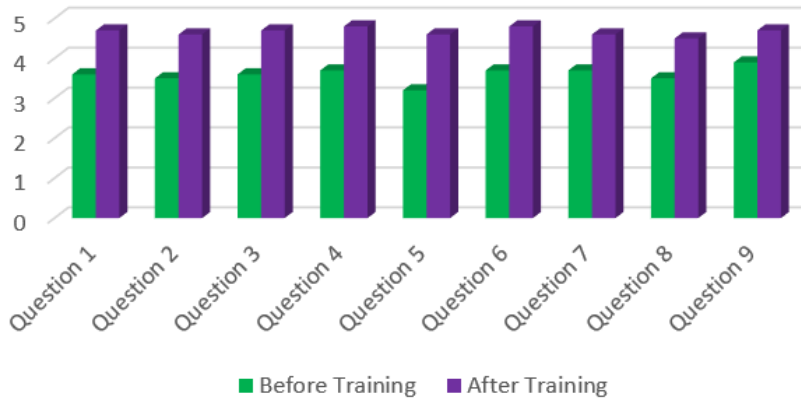
- What is the impact of SCFS intensive services on school readiness at 5k?
- What is the impact of services supporting parent competence and confidence?
- What is the impact of SCFS on child care quality?
- To what degree does SCFS serve as a hub for early childhood services?

# Evaluation Methods

- *A mixed-methods* approach will be used for the evaluation
  - Quantitative
  - Qualitative
- Combination of analysis of large data sets with interviews and information from key stakeholders
  - Parents, providers, staff, leaders
- Use of Social Networks Analysis
  - Provides us a method to measure number, strength, and quality of connections between organizations at the state and local levels
  - Be on the alert for requests for information regarding who your partners are as a first step!



First Steps Boards As Teams Training  
Cumulative Analysis -January 2019



Raw Data – Cumulative Average Scores

	Before Training	After Training	Spread
Question 1	3.6	4.7	1.1
Question 2	3.5	4.6	1.1
Question 3	3.6	4.7	1.1
Question 4	3.7	4.8	1.1
Question 5	3.2	4.6	1.4
Question 6	3.7	4.8	1.1
Question 7	3.7	4.6	1.1
Question 8	3.5	4.5	1.0
Question 9	3.9	4.7	0.8

### Survey Questions

1. Level of understanding of my role as a board member in the boardroom.
2. Level off understanding of my role as a board member in the community.
3. Level of understanding of the purpose and function of board committees.
4. Level of understanding of how to support the CEO as a board member.
5. Level of understanding of ways I can financially support my organization.
6. Level of understanding of how to run an effective meeting.
7. Level of communication between board members.
8. Level at which my expertise is being efficiently used by the organization.
9. My level of engagement in the organization.

# What Did You Like About The Training?

- Since this was my first meeting **I was very unsure about my "job" but now** I do feel I have an understanding of expectations.
- The knowledge of the presenter and the **practical level of advice and suggestions.**
- Very informative-I think the board will move forward and utilize time in a better way for meetings.
- **It shows our board has it together!**
- I like that you **get folks up and moving.**
- A lot of information to be utilized - the Consent Agenda, the Dashboard, Training Tips at each meeting.
- The balloon activity, illustrating the **importance of the board working together** and not leaving all work on CEO.



# Data System Update

**Mid-year data check coming up! Review reports monthly.  
Program Officers are checking data now for partnerships with  
conditional approvals.**

## **Suggested reports for mid-year:**

**Parenting Intensity Detail:** *Are parent educators getting their visits in? Are caseloads full?*

**KIPS/ACIRI Detail Report, ASQ Report:** *Are baseline screenings and assessments done?*

**Scholarships Report:** *Are scholarship clients properly entered?*

**Child Care Intensity Summary Report:** *Are providers being visited? Are baseline ERS done?*

**Training videos for new users to Case Data and Child Care Data  
now available on the FSDC web site.**

# Data System Update

## NEW REPORT: Parenting Staff Demographics Report

Compares race/ethnicity of staff member with his/her caseload

Demographics Summary for TEST County, Program 201, 2018-2019																								
Program Information			Staff Member Demographics											Child Focus Demographic Counts						Child Focus Comparisons				
County	Program	Vendor	Name	Title	Born On	Age	Gender	Hispanic Ethnicity	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Unknown	Total Cases	Hispanic Ethnicity	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Unknown	Same ethnicity as staff member	Same race as staff member
TEST	2010	01	Mary Anne Mathews	Educator			U	No	No	No	No	No	No	Yes	8	3	0	0	1	0	6	1	0	0
TEST	2010	01	Betty Gardiner	Admin			U	No	No	No	No	No	No	Yes	8	3	0	0	1	0	6	1	0	0
TEST	2010	01	John Hoy	Developer	1999-04-01	19	M	No	No	No	No	No	Yes		8	3	0	0	1	0	6	1	0	6
TEST	2010	01	3 Staff Members				F0 M1 U2	0	0	0	0	0	1	2	8	38%	0%	0%	13%	0%	6	1		
Program Information			Staff Member Demographics											Child Focus Demographic Counts						Child Focus Comparisons				
County	Program	Vendor	Name	Title	Born On	Age	Gender	Hispanic Ethnicity	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Unknown	Total Cases	Hispanic Ethnicity	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Unknown	Same ethnicity as staff member	Same race as staff member
TEST	2010	02	carla.sadliersupervisor	Supervisor	1960-01-01	59	F	No	No	No	No	No	Yes		2	0	0	0	0	0	0	0	0	0
TEST	2010	02	sup.test1		1981-06-12	37	F	No	Yes	No	No	No	No		2	0	0	0	0	0	0	0	0	0
TEST	2010	02	2 Staff Members				F2 M0 U0	0	1	0	0	0	1	0	2	0%	0%	0%	0%	0%	0	0		
Program Information			Staff Member Demographics											Child Focus Demographic Counts						Child Focus Comparisons				
County	Program	Vendor	Name	Title	Born On	Age	Gender	Hispanic Ethnicity	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Unknown	Total Cases	Hispanic Ethnicity	American Indian or Alaska Native	Asian	Black or African American	Native Hawaiian or Other Pacific Islander	White	Unknown	Same ethnicity as staff member	Same race as staff member
TEST	COUNTY TOTAL		5 Staff Members				F2 M1 U2	0	1	0	0	0	2	2	10	30%	0%	0%	10%	0%	6	1		
OVERALL TOTAL			5 Staff Members				F2 M1 U2	0	1	0	0	0	2	2	10	30%	0%	0%	10%	0%	6	1		

# Data System Update

***NEW DATA FIELDS:*** entering a new child care assessment (ERS)

- Allows for cancellation or postponement of ERS under certain situations
- Asks if lead teacher has changed since last ERS
- Asks if classroom age range has changed since last ERS



## SC First Steps 4K News

- The application for New 4K Providers is on our website- <http://scfirststeps.com/first-steps-4k-provider/> We welcome any referrals from our EDs.
- Students that are rising Kindergartners may apply for open slots in 4K classrooms for the summer of 2019. Check with centers in your counties for their service option choice.
- Student applications for 2019-2020 are now available at our approved centers.



Plan to join us on April 2!

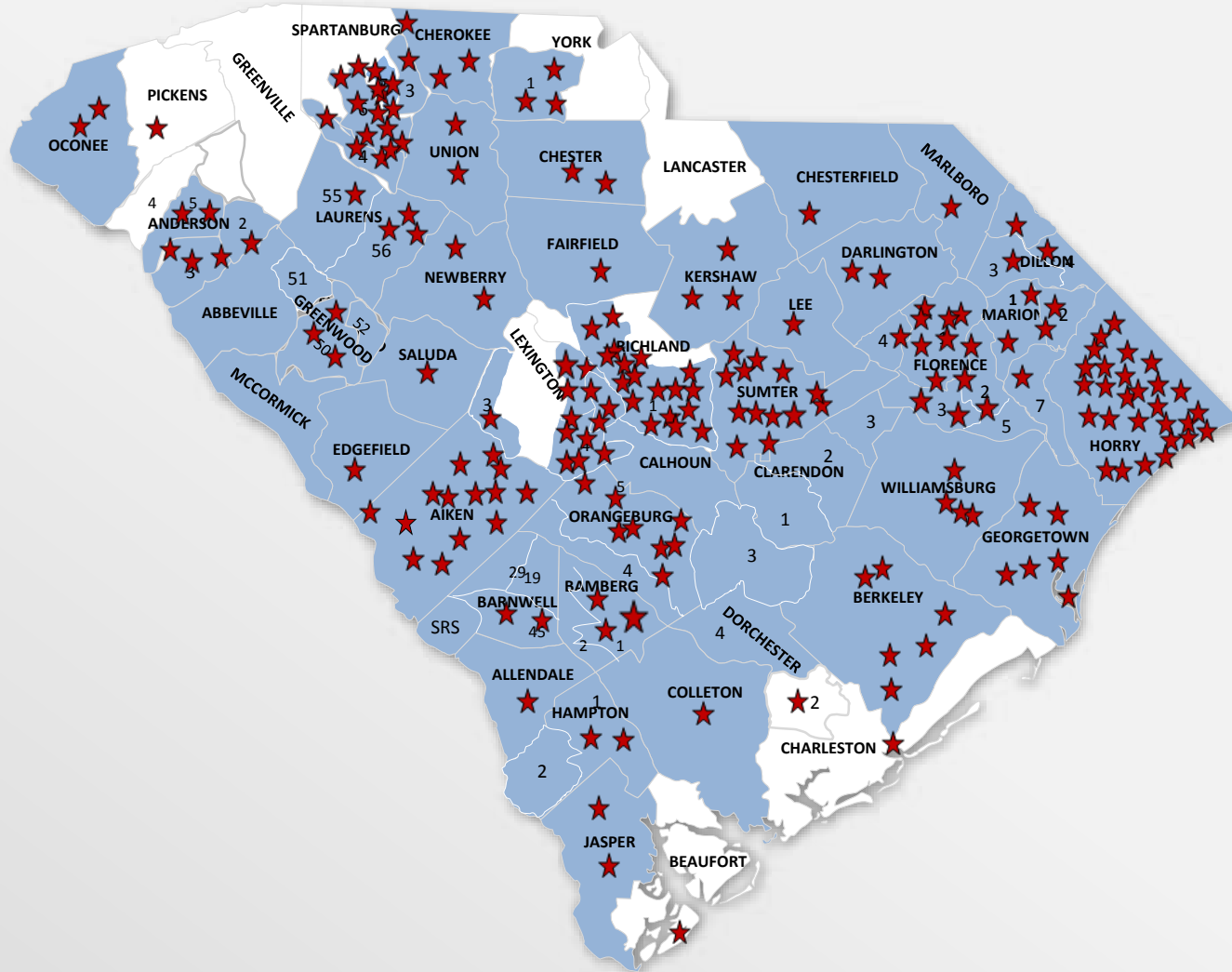
READ IN 2019 will be on Tuesday, April 2 on our SC Statehouse grounds. Registered groups will gather between 9:15-9:30 at the SC State Library on Senate St.

The information and registration link is:

<http://readsc.org/read-in>

You will find a template on that page to reach out to your representatives and senators. Read In SC is a great day to engage your community's elected officials.

# First Steps 4K 2018-2019



64 EXISTING PARTICIPANT DISTRICTS

# SC Parents as Teachers



Parents as Teachers



## National/State TFP Project

- 12 Affiliates missed 1 - 2 Essential Requirements in 2017-18 so were invited to participate in the **Target Fidelity Project**
- 9 Affiliates are participating in Monthly calls. Calls include setting benchmarks to reach the overall goal of meeting the targeted ER by the end of May.
- Total of 12 ER's working to meet
- So far a total of 6 benchmarks have been met towards the goal of meeting the 12 ERs.
- GO TEAM!

# SC Parents as Teachers



Parents as Teachers



- IECMH Webex was held in January. Please see the Guidelines to apply for this Infant Mental Health Endorsement (Debbie will send out with PPT)
- QEIP (Quality Endorsement Implementation Process) Meeting was held in Columbia in January. 22 Supervisors and Parent Educators attended and left with a much better understanding of how to achieve the Blue Ribbon Status.
- Cohort 4 will submit their Self Study on April 1<sup>st</sup>, 2019



# SC Parents as Teachers

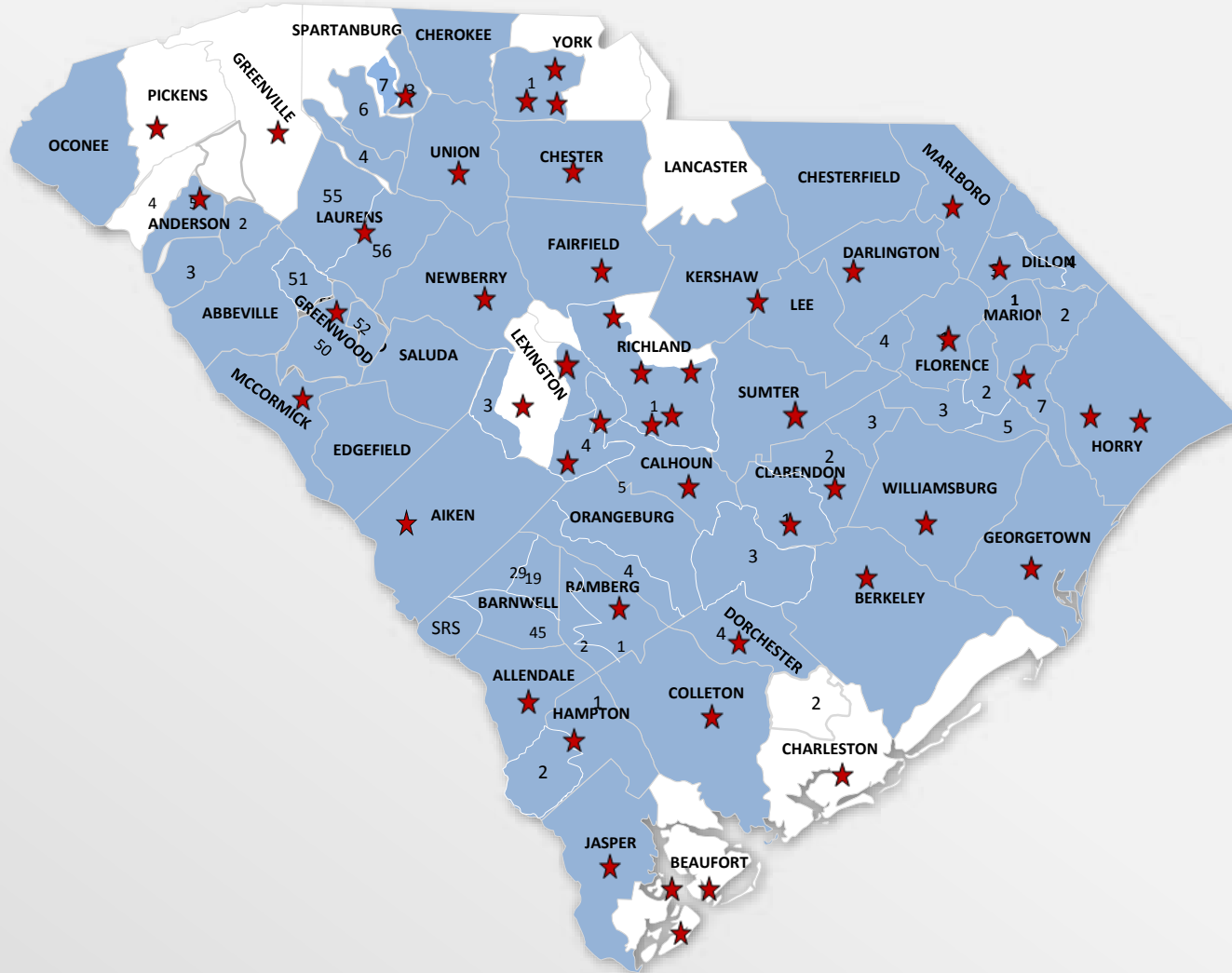


Parents as Teachers



- February 25-March 1<sup>st</sup> –FMI Training (Foundational and Model Implementation) in Raleigh, NC -Deadline to register was Feb. 5<sup>th</sup>
- March 18-22 FMI Training in Columbia, SC Deadline to register is Feb. 27<sup>th</sup>

# South Carolina PAT Affiliates 2018-2019



47 Affiliates Serving 35 Counties



# Countdown to Kindergarten

- Toolkit Feedback Survey Monkey deadline is February 20 <https://www.surveymonkey.com/r/HFRJKG5>
- Application for “New to CTK” Child/Family slots deadline is March 1
- Application for “Continuing CTK” Child/Family slots deadline is March 15
- Editable recruiting documents will soon be available on our website <http://scfirststeps.com/c2k-forms/>

# Announcements

## Live Healthy South Carolina State Health Assessment

<https://www.livehealthysc.com/state-health-assessment.html>

- Compilation of health related data to inform health improvement plans at the state and community levels
- Resource for organizations that need access to health data
- Maternal and Infant Health -  
[https://www.livehealthysc.com/uploads/1/2/2/3/122303641/maternal\\_and\\_infant\\_health\\_sc\\_sha.pdf](https://www.livehealthysc.com/uploads/1/2/2/3/122303641/maternal_and_infant_health_sc_sha.pdf)

INFANT MORTALITY

BIRTH DEFECTS

PRETERM BIRTH

LOW BIRTHWEIGHT

SAFE SLEEP

INTENDED PREGNANCY

PRENATAL CARE

BREASTFEEDING

TEEN BIRTH

PREGNANCY-RELATED DEATH

- Trends over time, SC and US, disaggregated by race/ethnicity

# Announcements

## **South Carolina Early Childhood Common Agenda - Press Event**

- February 19, 2019
- Upon adjournment of the State House of Representatives (between 1pm and 2pm)
- Lower Lobby of the Statehouse

## **Child Well Being Coalition Meeting**

- February 27, 2019 from 10:00 AM - 12:30 PM
- Brookland Baptist Church
- Workgroup updates and current collaborations and networking opportunities

# Announcements



## **2019 Non-Profit Summit – Greenville, March 11<sup>th</sup> – 13<sup>th</sup>**

- SC First Steps is providing 32 Local Partnerships a scholarship to attend
- For any additional registrations, beyond the one scholarship, board or staff members can register at: <https://summit.togethersc.org/2019/register/>
- NOTE: March 11<sup>th</sup> – Strategic Planning session for First Steps Executive Directors will be held from 1 to 4 PM with social hour following meeting

# Announcements

## **Nurturing Developing Minds** - February 28 to March 1, Greenville, S.C.

- The Institute for Child Success and the Children's Hospital will be sponsoring the **Early Childhood Research and Implementation Symposium** in conjunction with the conference
- <https://www.instituteforchildsuccess.org/event/2019-research-and-implementation-symposium-at-nurturing-developing-minds/>
- Embassy Suites Greenville Golf Resort & Conference Center

## **Children's Trust Home Visiting Summit**

- <https://scchildren.org/learn/home-visiting-summit-2019/>
- USC Alumni Center, Columbia, S.C.
- March 4-5, 2019

## ***Resilient Families and Thriving Communities***

- [Building Hope for Children Conference](#)
- Hyatt Regency, Greenville, S.C.
- September 5-6, 2019

## **National Smart Start Conference** – April 29 to May 2, Greensboro, North Carolina

# Key Partnership Dates

- February 21- First Steps Board of Trustees Meeting, Thursday, 2:00 PM, IT-ology, 1301 Gervais St.
- March 11 – First Steps Executive Directors Strategic Planning Retreat, Greenville, 1 to 4 PM (social hour following)
- March 19 – First Steps Monthly Leadership Webinar, 10 AM
- March 22 - Child Care Quality Enhancement networking, Friday, 10 am, Columbia
- April 2 – SC READ IN, State House Grounds



# Key Partnership Dates

Date?	February	Due By
	Review needs and resources assessment; plan for next year's program strategies	5/3/2019
	Monthly data check, all strategies (data entered w/in 30 days of service)	
	Monitor program staff and vendors for compliance with program standards, progress toward strategy objectives	
	Progress check: Resource Development Plan. Per TogetherSC training: have you this week/month: a) Called a potential partner? B) Thanked a donor? C) Met with a member of your board?	
	Progress check: Community Education/Outreach Plan. Stay in touch with your legislative delegation!	
	Monthly check: Ethority reports	
	Plan for W/DYC events April 8-12 and SC Read-In <b>(April 2)</b>	
	Progress check: state-local teams	

# Key Partnership Dates

Date?	March	Due By
	Review needs and resources assessment; plan for next year's program strategies; prepare <b>Renewal Plan/Partnership Performance Plan</b>	5/3/2019
	Progress Check: <b>2018-2020 Comprehensive Plan</b> . Is the partnership on track with the objectives and action steps it planned to work on/complete in 2018-19? Are there any changes to programs or funding needed for 2019-20 that should be included in the Renewal Plan? Consider providing a Comprehensive Plan progress update to the partnership board.	
	Attend Together SC (formerly SCANPO) Conference	3/11/2019
	Monthly data check, all strategies (data entered w/in 30 days of service)	
	Monitor program staff and vendors for compliance with program standards, progress toward strategy objectives	
	Plan for post-assessments across all strategies	
	Obtain school district letters certifying non-supplantation and in-kind for next year (if applicable)	5/3/2019
	Progress check: Resource Development Plan. Participate in online giving day promotions if available in your area. Develop next year's plan.	
	Monthly check: Community Education/Outreach Plan, develop next year's plan	
	Monthly check: Ethority reports	
	Plan for WOYC events April 8-12 and SC Read-In (date TBD)	
	Progress check: state-local teams	