THE NEED
IN SOUTH CAROLINA:
42% of people live in a childcare desert, where there are more than three times as many children as licensed child care slots.

53% of children ages 3 and 4 are not enrolled in nursery school or preschool.

IN SPARTANBURG COUNTY:
19,007 children under age 5
51.7% of young children live in poverty or low-income households
60% of kindergartners are considered “not ready” for school

OUR MISSION
To help Spartanburg County’s children arrive at school with the social, physical, cognitive and emotional skills they need to be successful in school and life.

OUR APPROACH
High quality programs and services for children and families
Intensive training, resources and support for childcare providers
Strategic partnerships and community education

OUR IMPACT
29,464 number of children and adults served by Spartanburg County First Steps in 2018-2019

JOIN US
We rely on a community of partners, donors, and volunteers – people like you – who believe in a brighter future for children and families in our community.

900 South Pine St, Spartanburg, SC 29302 | 864-327-4900 www.1steps.org
FROM OUR EXECUTIVE DIRECTOR

I am thankful to work in service with the outstanding staff at Spartanburg County First Steps. Our work is centered on the belief that high quality learning environments designed to promote optimal brain development and strong connections that strengthen families are what matters most in preparing young children for success in school and life.

I am grateful for our Board of Directors, they are faithful, committed and engaged. They are key in setting and guiding our course for serving the Spartanburg community. I am also grateful for our funders, partners, supporters who expand and strengthen the capacity of our work. The shared vision of “improving outcomes cradle to career” can easily be seen in the work of Spartanburg County First Steps. Thank you for your support and collaborative spirits.

The future looks promising as we embrace the coming year with an eye on new opportunities to improve, expand and partner. As we move into the next decade, I am committed to leading with a voice for what is right for our youngest learners and their families. The early care and education landscape has improved dramatically in Spartanburg County over the past 15 years, but there is still much to be done. We do not succeed until we all succeed.

With gratitude,

Barbara Manoski
Executive Director
Spartanburg County First Steps

OUR GOALS

In collaboration with state and local partners, Spartanburg County First Steps is focused on advancing towards these strategic goals in support of the Profile of the Ready Kindergartner, South Carolina’s description of school readiness:

1. To successfully administer the Early Head Start Program
2. To successfully administer and expand Quality Counts maintaining model fidelity
3. To provide families with opportunities to assess their children with ASQ-3
4. To support the implementation of Palmetto Basics in local communities

When I think of organizations on the forefront of innovation and making a measurable difference, Spartanburg County First Steps immediately comes to mind. Through its strong support of the Nurse-Family Partnership and Early Head Start, they demonstrate how a community should support investment in evidenced-based early childhood interventions. In addition, Spartanburg County First Steps’ leadership in launching and sustaining Quality Counts has changed the statewide conversation around what it really takes to promote high quality learning experiences so that our youngest learners enter kindergarten prepared for success. ICS is pleased to partner with Spartanburg County First Steps in improving the lives of children and families.

Jamie Moon, President/CEO
Institute for Child Success
South Carolina First Steps provides eligible children with free enrollment in full-day four-year-old kindergarten programs. In coordination with First Steps local partnerships and more than 200 private, faith- and community-based preschool providers, First Steps 4K expands access to quality child care across the state.

**ELIGIBILITY**
To qualify for enrollment, a child must:

- Be 4 years old on or before September 1
- Qualify for Medicaid or a free or reduced-price lunch program
- Live in one of 64 qualifying school districts

**FIRST STEPS 4K IN Spartanburg COUNTY 2018-2019**

154 children enrolled

15 participating classrooms

**4K NEWS**
In fiscal year 2019-2020, South Carolina First Steps is launching a pilot program to expand 4K enrollment within underserved communities. Age- and income-eligible children residing in any SC school district may qualify for a slot in a participating center that also serves students from eligible districts.
NURSE-FAMILY PARTNERSHIP

Nurse-Family Partnership (NFP) helps transform the lives of vulnerable first-time mothers and their babies. Through ongoing home visits from registered nurses, moms receive the care and support they need to have a healthy pregnancy, provide responsible and competent care for their children, and become more economically self-sufficient. From pregnancy until the child turns two years old, Nurse-Family Partnership Nurse Home Visitors form a much-needed, trusting relationship with their clients, instilling confidence and empowering them to achieve a better life for their children – and themselves.

**BY THE NUMBERS**
**2018-2019**

109
children served

6,500
number of home visits provided

“Nurse Family Partnership has made a remarkable impact on my life and my baby’s life. Thank you so much!”

Taylor Colquitt, NFP mother
Many private child care centers strive to provide high quality care but lack the resources often available to publicly-funded early childhood programs. Our Child Care Quality Enhancement (QE) program aims to produce measurable improvements in the quality of care provided to young children.

Our services include:

- Rigorous quality assessments
- On-site technical assistance at least twice monthly
- Funding for equipment and materials
- Training and workforce development
- Coordination with community partners

**QE BY THE NUMBERS**

2018-2019

- **49** child care providers served
- **650** number of TA visits provided
- **2810** number of children 0-5 enrolled in provider classrooms

"Quality Counts has been an integral part of St. Paul Preschool by coaching us on best practice and working side by side in our classrooms with our staff. We are so blessed to be a part of this wonderful program that helps us to build and sustain quality."

---

Kim Ridings, Director, St. Paul United Methodist Preschool
QUALITY COUNTS

SUMMER COUNTS READING PROGRAM

Research shows that **summer slide** also affects our youngest learners. For the last 3 years Quality Counts has supported a reading program for early care and education programs that encourages teachers to intentionally read to children, from infants to preschoolers. Spartanburg County First Steps’ Board donated books so that every child received a book. **900** children participated and exceeded their goal by reading more than **140,000** minutes in June and July.

PUBLIC SCHOOL 4K PARTNERSHIP

In 2016 Spartanburg Academic Movement wrote a grant to the SC Education Oversight Committee. In part, the grant partnered Spartanburg School District 7 Cleveland Academy of Leadership with Quality Counts to improve high quality learning environments and to build teacher practice. The results led to a second and third grant to support the addition of all 4K classrooms in Spartanburg School District 3, increasing the impact from **60** children to **320**.

> We cannot take for granted the extraordinary asset that Quality Counts represents across our early child care community. Developed by Spartanburg County First Steps, the capacity of Quality Counts to assess the quality of early learning programs and to coach them in continuous improvement is unparalleled. It is a gamechanger in assuring children’s readiness to learn when they go to school. Quality Counts is Spartanburg’s “best practice” model often envied though not yet replicated across South Carolina. What a difference that would make.

**Dr. John Stockwell, Executive Director**
High-quality child care hinges on high-quality professional development that meets the needs of the local child care workforce. Our training programs are certified through the SC Center for Child Care Career Development and include topics in the areas of nutrition, health and safety, curriculum, child guidance, professional development and program administration. Our 2018-2019 trainings included:

**ABC Nutrition & Physical Activity**
- Ages and Stages Questionnaire-3
- Brain Development
- Conscious Discipline
- Creative Curriculum
- Early Language & Literacy
- Early Learning Standards

**Environment Rating Scales**
- Health & Safety
- Importance of Relationships
- Responsive Caregiving
- Schedule & Routines
- Self Regulation
- Social & Emotional Development

**TRAINING BY THE NUMBERS**

2018-2019

1504 total training attendance
416 child care teachers and directors served
53 number of training sessions offered

“Quality Counts has provided excellent training that is relevant to my teaching practice. The trainings cause me to be reflective and implement new strategies to become a better teacher.”

Mitch Hines, School District 7 4K Teacher, The Franklin School
Early Head Start is an evidence-based program that promotes school readiness through implementation of the Parent, Family & Community Engagement (PFCE) framework, Curriculum Fidelity, T.S. GOLD Assessment, and an evidence-based parenting curriculum.

The Positive Solutions for a Healthy Family parenting classes began in March 2019. The program offered 9,998 individual/group parent engagement opportunities. The topics offered were based on the needs/interests of families, such as early childhood development, discipline, child nutrition, family literacy, reading logs, pedestrian safety, and parent-child activities, as well as required training topics.

**Early Head Start BY THE NUMBERS 2018-2019**

- **235** Early Head Start served 235 pregnant women and children, representing 161 families
- **145** EHS - Child Care Partnership served 145 children, representing 112 families
- **380** total children/pregnant women were served, representing 273 families
- **4%** based on the Community Assessment, 4% of eligible children were served
- **100%** average monthly enrollment for both EHS and EHS-CCP programs

My experience with First Steps EHS was amazing. Being a teen mom, I was terrified of what my future would bring. After getting with the program my life was so much easier. Because of them, I was able to go off to college and get my bachelor’s degree in nursing. The staff was always helpful with setting goals and accomplishing them. I would recommend the program to anyone.

Jasana S., *EHS Parent*
Receipt of Medical & Dental Care:
- EHS Children - 54% received a health exam, 8% received a dental exam, 35% received a dental screening, 49% received a vision exam and 30% received a hearing screening
- EHS-CCP children - 48% received a health exam, 8% received a dental exam, 26% received a dental screening, 32% received a vision exam and 55% received a hearing screening

Early Head Start BY THE NUMBERS 2018-2019

24 socialization activities were held, 20 families attended

1,712 home visits were provided and 101 parent-teacher conferences were completed

97% of children served, met or exceeded their developmental expectations

3 EHS classrooms at Roy C. Henderson center transitioned to The Franklin School in January 2019

324 referrals to community resources were made for EHS families

The Childcare Partnership Grant
The EHS-CCP grant was issued a deficiency due to a partner center’s employee engaging in corporal punishment with an EHS child. The policy for such an occurrence was followed; the employee was suspended and later terminated. A report to DSS C.P.S. occurred and the case was unfounded. However, since such an incident, regardless of the outcome, is not allowed for federally funded programs. A designated renewal notice was issued to EHS-CCP.

Federal Review & Audit Results
Audit Results
The A133 Single Audit of 2017-2018 was completed with no material findings and was filed with the Federal Clearinghouse in March 2019.

Federal Review Results
The triennial review was held December 18 – 22, 2017. South Carolina First Steps to Spartanburg County was found to have met the requirements of all applicable Head Start Program Performance Standards, laws, regulations, and policy requirements.

“Early Head Start has helped my children interact with others and to set them up to be prepared to enter school. Teachers treat the children as if they were their own. I am never concerned that my children are not being taken care of. The small classroom settings are a huge benefit.”

Denise B., EHS parent
## EHS 04CH Grant

<table>
<thead>
<tr>
<th>EHS - 04CH Grant</th>
<th>SOURCES OF FUNDING</th>
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<tr>
<td></td>
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<tr>
<td>South Carolina First Steps</td>
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<tr>
<td>Federal Grant</td>
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### Budgetary Expenditures

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## EHS CCP 04HP Grant

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### Budgetary Expenditures

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<td>Renovations</td>
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The January 2019 opening of The Franklin School, a state-of-the-art, model child development center, in the Northside neighborhood of Spartanburg, is a testament to the power of collaborative partnerships to transform the landscape of early care and education. Spartanburg County First Steps, who currently administers and operates The Franklin School, served as one of several key partners in the center’s development. In early 2013, they joined the Mary Black Foundation, the Northside Development Group, Northside Voyagers, Piedmont Community Action, Spartanburg School District 7, and USC Upstate in a collaborative effort to address early learning gaps in the Northside, a high-poverty community with limited access to quality childcare. Through this strategic partnership, the vision for building a world-class early childhood development center in the heart of the Northside was born.

THE FRANKLIN SCHOOL BY THE NUMBERS
2018-2019

120 children 6 weeks to age 4 were enrolled

80% of enrolled children live in financially challenged households

The Spartanburg County First Steps partnership with the University of South Carolina, Upstate, Child Development and Family Studies program affords university students the opportunity to benefit from an onsite classroom at The Franklin School. Cameras in the center allow for real time data to be collected during observations and support cutting edge teacher practices. The technology also serves to support reflective practice for The Franklin School teaching staff. This is a model partnership that should be recognized nationally.

Dr. Nur Tanyel, School of Education, Human Performance and Health
University of South Carolina, Upstate
THE FRANKLIN SCHOOL PARTNERS

- Northside Development Group
- Northside Voyagers
- Piedmont Community Action
- Spartanburg County First Steps
- Spartanburg School District 7
- USC, Upstate

BRAIN DEVELOPMENT

The Franklin School building and curriculum support developmentally appropriate practice and healthy brain development. The classrooms, including the outdoor play areas, were designed to promote optimal opportunities for young children to explore, discover, and learn.

LOW CHILD TO TEACHER RATIOS

A hallmark of the Franklin School is the low child to teacher ratio found in every classroom. Infants, toddlers and two year olds have a ratio of 1 teacher for every 4 children, allowing our youngest learners to receive individualized care by supportive and nurturing caregivers.
COMMUNITY PARTNERSHIPS

Addressing the needs of young children is a shared endeavor. In addition to providing services to families and support for child care providers, Spartanburg County First Steps mobilizes partners and community members to ensure all children in Spartanburg County begin school ready to succeed. We serve as a:

LOCAL PORTAL
connecting preschool children and their families to services

CONVENER
of community stakeholders to develop an effective and comprehensive early childhood system

CHAMPION
of the importance of school readiness to our children’s future

Spartanburg District 7’s partnership with Spartanburg County First Steps has opened doors for our youngest learners and their families. Our participation in Quality Counts initiative has greatly enhanced our early learning programs. The evidenced-based practices and on-going technical support has truly made a difference.

Dr. Terry Pruitt, Chief Academic Officer
Spartanburg School District 7
The Children’s Museum of the Upstate and the South Carolina Aquarium partnered with Spartanburg County First Steps to bring the Rover’s Education Program to The Children’s Museum in Spartanburg. More than 200 children from ZL Madden Head Start were able to experience and learn about live horseshoe crabs, sea urchins and starfish.

The Mary Black Foundation is proud of our partnership with Spartanburg County First Steps. By responding to local needs, Spartanburg County First Steps has led efforts to develop Quality Counts and The Franklin School, two examples of excellence in early care and education that serve as models for our state and region.

Molly Talbot-Metz, President/CEO
Mary Black Foundation
FINANCIAL HIGHLIGHTS

OUR INVESTMENT IN QUALITY
Expenditures by Program Type

<table>
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<tr>
<th>Program Type</th>
<th>State Funding</th>
<th>Federal Funding</th>
<th>Private Funding</th>
<th>In-Kind Contributions</th>
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ESTIMATION OF COST SAVINGS

Since inception, Spartanburg County First Steps has leveraged $41,323,543 from sources outside of state government.

That’s $2.78 for every state dollar.

SUMMARY OF EXPENDITURES BY STRATEGY
OUR SUPPORTERS

Through partnerships and collaborations, as well as financial support from grants and contributions, Spartanburg County First Steps leverages state dollars to enhance and expand services to children and families.

FUNDING SUPPORT

Children’s Trust of SC, $375,359
(Nurse Family Partnership)

Early Head Start Federal Grants, $3,145,142

Mary Black Foundation, $140,500
(Quality Counts)

Northside Development Group, $857,961
(The Franklin School)

SC Education Oversight Committee Grant, $77,591
(Spartanburg School District 7, Spartanburg Academic Movement)

South Carolina First Steps, $666,608
(Partnership Grant)

South Carolina First Steps, $11,000
(Innovate Grant)

United Way of the Piedmont, $18,072
(Nurse Family Partnership)

JOIN US
For more information on partnership opportunities, visit our website at www.1steps.org
Through partnerships and collaborations, as well as financial support from grants and contributions, Spartanburg County First Steps leverages state dollars to enhance and expand services to children and families.

**IN-KIND**

Cleveland Park Event Center  
Inman First Baptist  
Lakeshore Early Learning  
Mary Black Foundation  
North Spartanburg Fire Department  
Spartanburg County First Steps Board  
Spartanburg School Districts 1,2,3, & 7  
The Children’s Museum of the Upstate, Spartanburg  
USC School of Law  
USC Upstate

**Individuals**
- Dr. Arthur Brewton  
- Tammy Byrd  
- Chris Banks  
- Denise Banks  
- Brenda Berry  
- Olga Campos  
- Markesha Jackson  
- Nyeha Lyde  
- Ella Miller  
- Kathy Miller  
- Amber Pennington  
- Kaizer Robinson  
- Beth Rutherford  
- Angela Shippy  
- Mary Wilford  
- Viva Wheat  
- Laura Turner

**Interns**
- Erin Cato  
- Brandy Jones  
- Brienna Leamon  
- Tonisha Lee  
- Ashley Lyles  
- Grace Masters  
- Alexandria Walton

**Centers**
- Abundant Blessing  
- Early Learning Center  
- Legacy Christian School  
- Mother Goose  
- Sunshine House
Through partnerships and collaborations, as well as financial support from grants and contributions, Spartanburg County First Steps leverages state dollars to enhance and expand services to children and families.

**Community Partners**
- Contec
- Mary Black Foundation
- Middle Tyger Community Center
- Northside Development Group
- Piedmont Community Action
- Spartanburg Academic Movement
- Spartanburg Chamber of Commerce
- Spartanburg Community College
- Spartanburg County School Districts 1, 2, 3, 4, 5, 6, & 7
- The Children’s Museum of the Upstate, Spartanburg
- The United Way of the Piedmont
- The University of South Carolina, Upstate

**State Partners**
- Dorchester County First Steps
- Greenville County First Steps
- Institute for Child Success
- Help Me Grow
- Kershaw County First Steps
- Orangeburg County First Steps
- Pickens County First Steps
- South Carolina Aquarium
- The United Way of the Piedmont
- The Children’s Museum of the Upstate, Greenville
# LEADERSHIP

## BOARD OF DIRECTORS

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<tr>
<th>Name</th>
<th>Role/Title</th>
</tr>
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<td>Krishenda Alexander</td>
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<tr>
<td>Kim Ashby</td>
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<tr>
<td>Jill Brady</td>
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<td>Tamara Cook</td>
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<td>Payton Davis</td>
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<td>Loreta Dylgjeri</td>
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<td>Carolyn Gibson, Vice-Chair</td>
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<td>Kimberly Gist</td>
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<td>Amy Goulding</td>
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<td>Ann Hodge</td>
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<td>Ava Hughes, Secretary</td>
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<td>Dr. Susan Little</td>
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<td>Sarah Love, Chair</td>
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<td>Leverne McBeth</td>
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<td>Anna Strom, Treasurer</td>
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<td>Barbara Manoski, Executive Director</td>
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<td>Jennie Lamm, Operations Support Specialist</td>
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<td>Pamela Jones, Director of Operations</td>
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<td>Rich Wofford, Fiscal Administrator</td>
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<td>Tammy Compton, Quality Counts Director</td>
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<td>Courtney Cancer, Technical Assistance Provider</td>
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<td>Cathleen Cullen, TA Provider/Rater</td>
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<tr>
<td>Jeri Ross Hayes, Early Head Start Director</td>
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<tr>
<td>Alisa Britt, ECE Program Specialist</td>
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<td>Natasha Doster, Program Support Specialist</td>
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<tr>
<td>Debra Hughes, Center Director</td>
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<td>Jodie Martin, Family Services Program Director</td>
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<tr>
<td>Karen Parham, ERSEA &amp; Transition Program Specialist</td>
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<tr>
<td>Sherri Rookard, Center Director</td>
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<tr>
<td>Rosalyn Splawn, Health/Nutrition Program Specialist</td>
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<tr>
<td>Laresa Tate, Center Quality Specialist</td>
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<tr>
<td>Cathleen Cullen, TA Provider/Rater</td>
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</tbody>
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Early Head Start Staff
Diana Gomez-Lopez, Family Service Specialist
Vanessa McNally, Family Service Specialist
Wonza Mercer, Family Service Specialist
Nikki Moton, Family Service Specialist
Cashel Robinson, Family Service Specialist
Ana Rodriquez, Family Service Specialist
Eugenia Young, Family Service Specialist

Early Head Start Teachers & Assistant Teachers
Tanya Blanco, Classroom Teacher
Brianna Boyd, Classroom Teacher
Geraldine Broadus, Classroom Teacher
Monika Forster, Assistant Teacher
Danielle Foster, Classroom Teacher
Erica Jefferson, Assistant Teacher
Dorothy Lassiter, Classroom Teacher
Brienna Leamon, Classroom Teacher
Darlene McIntyre, Classroom Teacher
Coya Meadows, Assistant Teacher
Linda Mease, Assistant Teacher
Sharon Oglesby, Classroom Teacher
Samantha Dodd Rice, Classroom Teacher
Patricia Robinson, Classroom Teacher
Pamela Samuel, Classroom Teacher
Jocelyn Smith, Classroom Teacher
Jennifer Stepp, Classroom Teacher
Deana Sullivan, Classroom Teacher
Cynthia Tucker, Assistant Teacher

The Franklin School Administration
Shawna Bynum, Director
Tina Evans, Program Support Specialist
Jaleesa Drummond, Assistant Director

The Franklin School Teachers & Assistant Teachers
Rebecca Adams, Kitchen Operator
Jennifer Martinez-Alvarado, Assistant Teacher
Crystal Calvert, Assistant Teacher
Shameka Dunlap, Classroom Teacher
Darlene Gaffney, Assistant Teacher
LaChanta Kennedy, Assistant Teacher
Markeisha Morgan, Assistant Teacher
Clarissa Shuler-Scott, Assistant Teacher
Johnda Shuler, Assistant Teacher
Christine Taliaferro, Classroom Teacher
Fallon Thomason, Classroom Teacher
Padra Xiong, Classroom Teacher

CONTACT US
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