

SPARTANBURG COUNTY



ANNUAL REPORT

2018-2019

THE NEED

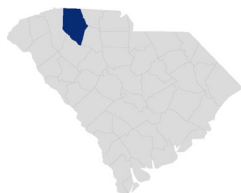
IN SOUTH CAROLINA:

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

Data provided by:



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



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

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

4K

FOUR-YEAR-OLD KINDERGARTEN



an evidence-based program

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



an evidence-based program

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



CHILD CARE QUALITY ENHANCEMENT



an evidence-based program

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**.

320



60

4 Year Olds Impacted



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





CHILD CARE TRAINING



an evidence-based program

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



an evidence-based program

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

Early Head Start



an evidence-based program

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

Early Head Start

Budgetary Expenditure by Grant

EHS 04CH Grant

EHS - 04CH Grant		SOURCES OF FUNDING	
		FY1718	FY1819
South Carolina First Steps		\$52,040	\$16,977
Federal Grant		\$1,507,795	\$1,546,079
Child and Adult Care Food Program		\$34,409	\$24,385
ABC Childcare Program		\$22,979	\$27,894
Parent Co-Pays		\$1,430	\$2,548
EHS - 04CH Grant		BUDGETARY EXPENDITURES	
	Awarded	Expended	Unobligated
Personnel	\$765,131	\$738,913	\$26,218
Fringe Benefits	\$339,378	\$337,562	\$1,816
Travel	\$20,032	\$20,032	\$0
Equipment	\$0	\$0	\$0
Supplies	\$30,022	\$49,956	(\$19,934)
Contractual	\$242,748	\$233,735	\$9,013
Facilities/Construction	\$0	\$0	\$0
Renovations	\$0	\$0	\$0
Other	\$148,768	\$121,137	\$27,631
Total Direct Costs	\$1,546,079	\$1,501,335	\$44,744
Indirect Charges	\$0	\$44,744	(\$44,744)
Total Expenses	\$1,546,079	\$1,546,079	\$0

EHS CCP 04HP Grant

CCP - 04HP Grant		SOURCES OF FUNDING	
		FY1718	FY1819
South Carolina First Steps		\$52,040	\$16,977
Federal Grant		\$1,169,545	\$1,128,386
Child and Adult Care Food Program		\$26,244	\$25,902
ABC Childcare Program		\$28,424	\$27,544
Parent Co-Pays		\$7,615	\$5,679
CCP - 04HP Grant		BUDGETARY EXPENDITURES	
	Awarded	Expended	Unobligated
Personnel	\$465,306	\$459,374	\$5,932
Fringe Benefits	\$222,917	\$243,220	(\$20,303)
Travel	\$10,697	\$10,697	\$0
Equipment	\$0	\$0	\$0
Supplies	\$22,500	\$23,783	(\$1,283)
Contractual	\$321,193	\$287,224	33,969
Facilities/Construction	\$0	\$0	\$0
Renovations	\$0	\$0	\$0
Other	\$75,655	\$67,173	8,482
Total Direct Costs	\$1,118,268	\$1,091,471	26,797
Indirect Charges	\$10,118	\$36,915	(\$26,797)
Total Expenses	\$1,128,386	\$1,128,386	\$0



The Franklin School



an evidence-based program

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

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**





COMMUNITY PARTNERSHIPS



an evidence-based program



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.



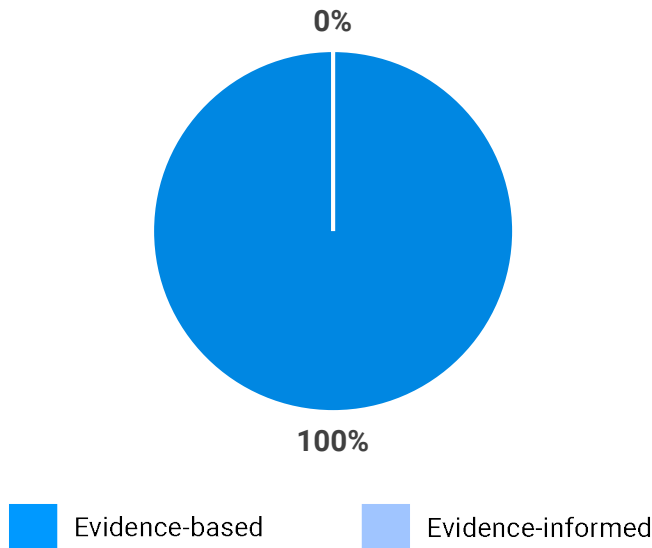
The Mary Black Foundation is proud of our partnership with Spartanburg County First Steps. By responding to local needs, Spartanburg County First Steps has led efforts to develop Quality Counts and The Franklin School, two examples of excellence in early care and education that serve as models for our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

Molly Talbot-Metz, President/CEO
Mary Black Foundation



FINANCIAL HIGHLIGHTS

OUR INVESTMENT IN QUALITY Expenditures by Program Type



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

	State Funding	Federal Funding	Private Funding	In-Kind Contributions	Total
Administrative Functions	77,455	9,768	0	0	87,223
Core Functions	59,599	0	2,655	0	62,254
Child Care Partnership	0	1,063,750	0	282,096	1,345,846
Early Head Start	33,953	1,597,593	36	386,520	2,018,102
The Franklin School	87,376	0	716,742	0	804,118
Countdown to Kindergarten	0	2,909	0	0	2,909
Nurse Family Partnership	0	378,603	19,714	0	398,317
Quality Counts	382,799	0	216,283	0	599,082
Total Expenses	641,182	3,052,623	955,430	668,616	5,317,851



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





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.

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
Nyeisha 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



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.

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

Krishenda Alexander

Ann Hodge

Kim Ashby

Ava Hughes, Secretary

Jill Brady

Dr. Susan Little

Tamara Cook

Sarah Love, Chair

Payton Davis

Leverne McBeth

Loreta Dylgjeri

April Miller

Carolyn Gibson, Vice-Chair

Dr. Terry Pruitt

Kimberly Gist

Anna Strom, Treasurer

Amy Goulding

Jodi Wright

First Steps Administration

Barbara Manoski, Executive Director

Pamela Jones, Director of Operations

Jennie Lamm, Operations Support Specialist

Rich Wofford, Fiscal Administrator

Quality Counts

Tammy Compton, Quality Counts Director

Teresa Phillips, Technical Assistance Provider

Courtney Cancer, Technical Assistance Provider

Kim Williams, Program Support Specialist

Cathleen Cullen, TA Provider/Rater

Early Head Start Administration

Jeri Ross Hayes, Early Head Start Director

Karen Parham
ERSEA & Transition Program Specialist

Alisa Britt, ECE Program Specialist

Sherri Rookard, Center Director

Natasha Doster, Program Support Specialist

Rosalyn Splawn
Health/Nutrition Program Specialist

Debra Hughes, Center Director

Jodie Martin, Family Services Program Director

Laresa Tate, Center Quality Specialist



Early Head Start Staff

Diana Gomez-Lopez, Family Service Specialist

Cashel Robinson, Family Service Specialist

Vanessa McNally, Family Service Specialist

Ana Rodriquez, Family Service Specialist

Wonza Mercer, Family Service Specialist

Eugenia Young, Family Service Specialist

Nikki Moton, Family Service Specialist

Early Head Start Teachers & Assistant Teachers

Tanya Blanco, Classroom Teacher

Linda Mease, Assistant Teacher

Brianna Boyd, Classroom Teacher

Sharon Oglesby, Classroom Teacher

Geraldine Broadus, Classroom Teacher

Samantha Dodd Rice, Classroom Teacher

Monika Forster, Assistant Teacher

Patricia Robinson, Classroom Teacher

Danielle Foster, Classroom Teacher

Pamela Samuel, Classroom Teacher

Erica Jefferson, Assistant Teacher

Jocelyn Smith, Classroom Teacher

Dorothy Lassiter, Classroom Teacher

Jennifer Stepp, Classroom Teacher,

Brienna Leamon, Classroom Teacher

Deana Sullivan, Classroom Teacher

Darlene McIntyre, Classroom Teacher

Cynthia Tucker, Assistant Teacher

Coya Meadows, 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

Markeisha Morgan, Assistant Teacher

Jennifer Martinez- Alvarado, Assistant Teacher

Clarissa Shuler-Scott, Assistant Teacher

Crystal Calvert, Assistant Teacher

Johnda Shuler, Assistant Teacher

Shameka Dunlap, Classroom Teacher

Christine Taliaferro, Classroom Teacher

Darlene Gaffney, Assistant Teacher

Fallon Thomason, Classroom Teacher

LaChanta Kennedy, Assistant Teacher

Padra Xiong, Classroom Teacher

CONTACT US

900 S. Pine St. Suite C Spartanburg, SC 29302 | 864-327-4900 | 1steps.org

