



COMPREHENSIVE PLAN

2021 – 2023





Mission

To provide quality services and support to Greenwood County families with children newborn to six.

Vision

To strengthen parents and teachers with appropriate practices that develop social, emotional, physical, and cognitive skills of Greenwood County's young children.

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.

Message from the Executive Director



Michael K. Gaskin
Executive Director,
Greenwood County First Steps

Greenwood County First Steps uses an innovative and creative approach to ensure every dollar received by the County Partnership is used to its maximum potential. Getting children ready to learn is an engagement that requires every agency within this County to understand the importance of being not just stakeholders, but passionate, dedicated and committed stakeholders. The Greenwood County First Steps Full Partnership Board makes "high quality" the keywords to determine why a program should continue to receive First Steps' funding. The service quality of Greenwood County First Steps' programs grew tremendously with the addition of great local and state partnerships.

From March to June 2020, Greenwood County First Steps reached out to the children and families during COVID-19 by providing more than 34 Zoom parenting workshops (averaging 11 clients per workshop), a special Easter Zoom Program for families, and distributing more than 90 lesson plans to serve families. In addition, we distributed needed household products to families and books to the children. GCFS strategically used its resources to keep its doors open to meet the need of its County's families and children during Pandemic! Moreover, for the ninth year, the Social Change Initiative has conducted all GCFS Parenting (Individual, Group, and Fatherhood) Workshops at no cost both after hours and on weekends.

Michael K. Gaskin

Overarching Measure(s) of Success

INCREASE THE REACH OF FIRST STEPS SERVICES

By FY23, the percentage of children in need who are directly served by Greenwood County First Steps will increase by 5% (from 6% to 11%).

By FY22, Greenwood County First Steps Full Partnership will expand its services to more broadly reflect a direct County need for children and families. Measure?

MORE CHILDREN ARRIVE AT KINDERGARTEN READY FOR SUCCESS

By FY23, the percentage of Greenwood County children who arrive in Kindergarten ready for success will increase by 10% (from 29% to 39%).

Objectives

- 1. Provide high-quality comprehensive parenting programs**
- 2. Provide high-quality comprehensive parenting programs that are inclusive of Fathers**
- 3. Provide high-quality trainings for child care providers and early childhood educators**
- 4. Serve as a local community portal for families to receive high-quality services**
- 5. Serve as a community convener to partner with agencies in the community to promote comprehensive services to families**

1. Provide high quality comprehensive parenting programs

STRATEGY 1.1

Community Education and Outreach

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. **Measure? Timeline?**
2. Greenwood County First Steps will continue to build capacity through community partnerships. **Measure? Timeline?**

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090), and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Distribute brochures to local businesses, churches, community agencies, and housing areas.
- Distribute books to local housing areas and child care facilities to build community partnerships.

STRATEGY 1.2

Nurturing Parenting (Home Visitation)

SMART GOAL(S)

The program will continue to serve a minimum of 15 families per year and operate on a 12 month schedule under the Nurturing Parenting Curriculum

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local DSS office and Greenwood County School District 50 to receive referrals and for the program and offer services.

1. Provide high comprehensive parenting programs

STRATEGY 1.3

Nurturing Parenting (Parent Training - Group)

SMART GOAL(S)

1. Greenwood County First Steps will collaborate with the Social Change Initiative continue to provide group based and individualized session for parents with the Nurturing Parenting Curricula. A minimum of 10 families will be recruited to complete the program services and more participants will be added each year, as the program grows.
2. Greenwood County First Steps will increase access to services by offering additional groups or sessions as needed during the day, night, and on weekends through Zoom. **Timeline? Each year?**

COMMUNITY COLLABORATOR(S)

- First Steps will partner with DSS, The Guardian Ad Litem Program, Voice for the Children, The Social Change Initiative, and The Solicitor's Office for program referrals and services for families.

STRATEGY 1.4

Nurturing Parenting (Nurturing Father's- Group)

SMART GOAL(S)

1. Greenwood County First Steps, collaboration with the Social Change Initiative will continue to provide group-based workshops and individualized sessions for fathers with the Evidenced Based, Nurturing Fathers Curriculum. At least 10 fathers will be recruited to complete the program services and more participants will be added each year, as the program grows.

COMMUNITY COLLABORATOR(S)

- First Steps will partner with DSS, The Guardian Ad Litem Program, The Social Change Initiative, Voice for the Children and The Solicitor's Office for program referrals and services for families.
- First Steps will partner with The Social Change Initiative for anger management services for families.

2. Provide high quality comprehensive parenting programs that are inclusive of Fathers

STRATEGY 2.1

Community Education and Outreach

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. **Timeline? Each year?**
2. Greenwood County First Steps will continue to build capacity through community partnerships. **Measure? How many community partnerships? Timeline? Each year?**

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090), and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Distribute brochures to local businesses, churches, community agencies, and housing areas.
- Distribute books to local housing areas and child care facilities to build community partnerships.

STRATEGY 2.2

Nurturing Parenting (Home Visitation)

SMART GOAL(S)

1. The program will continue to serve a minimum of 15 families per year and operate on a 12-month schedule under the Nurturing Parenting Curriculum.

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local DSS office, Municipal Judges, and Greenwood County School District 50 to receive referrals and for the program and offer services.

2. Provide high quality comprehensive parenting programs that are inclusive of Fathers

STRATEGY 2.3

Nurturing Parenting (Parent Training - Group)

SMART GOAL(S)

1. Greenwood County First Steps will continue to provide group based and individualized session for parents with the Nurturing Parenting Curricula. A minimum of 10 families will be recruited to complete the program services and more participants will be added each year, as the program grows.
2. Greenwood County First Steps will increase access to services by offering additional groups or sessions as needed during the day, night, and on weekends through zoom, each year.

COMMUNITY COLLABORATOR(S)

- First Steps will partner with DSS, The Guardian Ad Litem Program, The Social Change Initiative, and The Solicitor's Office for program referrals and services for families.

STRATEGY 2.4

Nurturing Parenting (Nurturing Father's- Group)

SMART GOAL(S)

Greenwood County First Steps will continue to provide group based and individualized session for fathers with the Evidenced Based, Nurturing Fathers Curriculum. At least 10 fathers will be recruited to complete the program services and more participants will be added each year, as the program grows.

COMMUNITY COLLABORATOR(S)

- First Steps will partner with DSS, The Guardian Ad Litem Program, The Social Change Initiative, and The Solicitor's Office for program referrals and services for families.
- First Steps will partner with The Social Change Initiative for anger management services for families.

3. Provide high quality trainings for child care providers and early childhood educators

STRATEGY 3.1

Community Education and Outreach

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. **Measure? How many media outlets? Timeline? Each year? DB**
2. Greenwood County First Steps will continue to build capacity through community partnerships. **Measure? How many community partnerships? Timeline? Each year? DB**

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090), and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Distribute brochures to local businesses, churches, community agencies, and housing areas.
- Distribute books to local housing areas and child care facilities to build community partnerships.

STRATEGY 3.2

Childcare Training

SMART GOAL(S)

1. Greenwood County First Steps will continue to provide trainings in partnership with Lander University in person and through zoom conferencing, and ongoing trainings to serve at least 60 participants **(added by DB) each year.**
2. Greenwood County First Steps will increase access to child care providers on different topics for trainings and will build capacity for additional trainings offered to childcare providers. **By how much? By when? DB**

3. Provide high quality trainings for child care providers and early childhood educators

COMMUNITY COLLABORATOR(S)

- First Steps will partner with Lander University, and work with the South Carolina Center for Child Care Career Development to ensure quality trainings are offered.
- First Steps will work with Lander University, Child Care Center Directors and staff to promote community partnerships.
- First Steps will work with Certified Trainers and Lander University Professors to offer additional trainings to providers.

4. Serve as a local community portal for families to receive high quality services

STRATEGY 4.1

Community Education and Outreach

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. . Measure? How many media outlets? Timeline? Each year? DB
2. Greenwood County First Steps will continue to build capacity through community partnerships. Measure? How many community partnerships? Timeline? Each year? DB

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090), and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Distribute brochures to local businesses, churches, community agencies, and housing areas.
- Distribute books to local housing areas and childcare facilities to build community partnerships.

STRATEGY 4.2

Local Portal

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. . Measure? How many media outlets? Timeline? Each year? DB
2. Greenwood County First Steps will build capacity of services through establishing new partnerships with community agencies. Measure? How many community partnerships? Timeline? Each year? DB

4. Serve as a local community portal for families to receive high quality services

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090), and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Greenwood County First Steps will build capacity of services through establishing new partnerships with community agencies.
- Work with DSS, the Solicitor's Office, and the Guardian AD Litem Office to build partnerships for the most at risk families and children

5. Serve as a community convener to partner with agencies in the community to promote comprehensive services to families

STRATEGY 5.1

Community Education and Outreach

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. **Measure? How many media outlets? Timeline? Each year? DB**
2. Greenwood County First Steps will continue to build capacity through community partnerships. **Measure? How many community partnerships? Timeline? Each year? DB**

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090), and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Distribute brochures to local businesses, churches, community agencies, and housing areas.
- Distribute books to local housing areas and child care facilities to build community partnerships.

STRATEGY 5.2

Local Portal

SMART GOAL(S)

1. Greenwood County First Steps will increase access and community awareness through local and social media. **Measure? How many media outlets? Timeline? Each year? DB**
2. Greenwood County First Steps will build capacity of services through establishing new partnerships with community agencies. **Measure? How many community partnerships? Timeline? Each year? DB**

5. Serve as a community convener to partner with agencies in the community to promote comprehensive services to families

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local radio station (1090) and use Facebook to consistently provide increased awareness of the services that Greenwood County First Steps offer to the Community.
- Greenwood County First Steps will build capacity of services through establishing new partnerships with community agencies.
- Work with DSS, the Solicitor's Office, and the Guardian AD Litem Office to build partnerships for the most at risk families and children

5. Serve as a community convener to partner with agencies in the community to promote comprehensive services to families

STRATEGY 5.3

Nurturing Parenting (Home Visitation)

SMART GOAL(S)

1. The program will continue to serve a minimum of 15 families per year and operate on a 12-month schedule under the Nurturing Parenting Curriculum

COMMUNITY COLLABORATOR(S)

- Greenwood County First Steps will partner with the local DSS office, Municipal Judges, and Greenwood County School District 50 to receive referrals and for the program and offer services.

STRATEGY 5.4

Nurturing Parenting (Parent Training - Group)

SMART GOAL(S)

1. Greenwood County First Steps will continue to provide group based and individualized session for parents with the Nurturing Parenting Curricula. A minimum of 10 families will be recruited to complete the program services and more participants will be added each year, as the program grows.
2. Greenwood County First Steps will increase access to services by offering additional groups or sessions as needed during the day, night, and on weekends through zoom **each year (DB)**.

COMMUNITY COLLABORATOR(S)

- First Steps will partner with DSS, The Guardian Ad Litem Program, The Social Change Initiative, and The Solicitor's Office for program referrals and services for families.

5. Serve as a community convener to partner with agencies in the community to promote comprehensive services to families

STRATEGY 5.5

Nurturing Parenting (Nurturing Father's- Group)

SMART GOAL(S)

1. Greenwood County First Steps will continue to provide group based and individualized session for fathers with the Evidenced Based, Nurturing Fathers Curriculum. At least 10 fathers will be recruited to complete the program services and more participants will be added each year, as the program grows.

COMMUNITY COLLABORATOR(S)

- First Steps will partner with DSS, The Guardian Ad Litem Program, The Social Change Initiative, and The Solicitor's Office for program referrals and services for families.
- First Steps will partner with The Social Change Initiative for anger management services for families.