



COMPREHENSIVE PLAN

2021 – 2023





Mission

Our mission is to ensure that all children in Spartanburg County start school ready to reach their highest potential. By leveraging resources, collaborating with community partners, and supporting families and early care providers, we hope to maximize our long-term impact.

Vision

At Spartanburg County First Steps, we envision a community that has the knowledge and will to support all children in reaching their full potential.

Values

CHILDREN AND FAMILIES

EQUITY

RELATIONSHIPS

HIGH-QUALITY

IMPACT

We value all children equally and strive to level the playing field to offer the supports needed to reach their full potential. We build trusting and respectful relationships with families, early care and education providers, and community stakeholders to engage and affect positive change. We offer high-quality programs and services which are evidence-based and research-based to maximize a positive impact on the children and families in our community.

Message from the Executive Director



The creation of a healthy, prosperous community is grounded in the health and well-being of the children who live there. At Spartanburg County First Steps we are committed to serving our communities' young children and their families with the goal of creating a level playing field, where all children have the needed support to reach their highest potential.

Spartanburg County First Steps' 2021-2023 Comprehensive Plan reflects our programs, goals, strategies, and desired results to positively impact our children's future lives. We are grateful to all of our many partners; from families to early care and education providers, from community partners to state agencies, from legislators to key stakeholders and funders.

We know that we work best, when we work together.

Barbara Manoski

Barbara Manoski
Executive Director
Spartanburg County First Steps



Overarching Measures of Success

1. INCREASE THE REACH OF FIRST STEPS SERVICES

By 2025, the number of children served by Spartanburg County First Steps will increase by 20%.

2. INCREASE THE AVAILABILITY OF HIGH-QUALITY EARLY CARE AND EDUCATION OPPORTUNITIES OFFERED BY FIRST STEPS

By 2025, the number of children under age 6 who benefit from Spartanburg County First Steps quality enhancement and training efforts will increase by 15%.

By 2025, the number of dual language learners served by Spartanburg County First Steps will increase by 20%.



1. Children are healthy and safe.

STRATEGY 1.1

Early Head Start

SMART GOALS

1. By the end of FY21, we will increase the percentage of children who receive needed dental and medical care by 10%.
2. By the end of FY23, we will increase the percentage of families receiving services from a referral health or dental source by 10%.

COMMUNITY COLLABORATORS

- We will partner with medical and dental health care providers to ensure services to families and children.

STRATEGY 1.2

Quality Counts (QC)

SMART GOALS

1. By the end of FY22, we will increase the percentage of QC centers offering hearing and vision screenings by 20%.
2. By the end of FY23, we will increase the percentage of QC centers offering hearing and vision screenings by 50%.
3. QC will offer two Health and Safety trainings annually.

COMMUNITY COLLABORATORS

- We will partner with Impact America and local medical providers to ensure services to children.

1. Children are healthy and safe.

STRATEGY 1.3

The Franklin School

SMART GOALS

1. By the end of FY22, we will offer our families an annual mobile health screening.
2. By the end of FY22, we will offer our families an annual onsite car seat installment check.
3. By the end of FY23, we will be a South Carolina Breastfeeding Friendly Center.

COMMUNITY COLLABORATORS

- We will partner with Virginia Commonwealth Osteopathic Medicine, Northside Fire Department, and ABC Quality to offer these services to our families.

STRATEGY 1.4

Ages and Stages Questionnaire- 3 (ASQ-3)

SMART GOALS

1. By the end of FY22, we will increase the number of children being screened with ASQ-3, birth to age 4, by 15% .
2. By the end of FY23, we will increase the number of children being screened with ASQ-3, birth to age 4, by 20%.

COMMUNITY COLLABORATORS

- We will partner with Spartanburg Academic Movement, Quality Counts, and Help Me Grow to assist in screening children.

2. Early care and education teachers are supported to increase education and skills.

STRATEGY 2.1

Early Head Start

SMART GOALS

1. By the end of FY22, 100% of Early Head Start teachers will be reliable in Teaching Strategies GOLD.
2. By the end of FY23, the number of Early Head Start teachers with a CDA or equivalent, will increase by 20%.

COMMUNITY COLLABORATORS

- We will collaborate with Spartanburg Quality Counts and the School Readiness Committee (Piedmont Community Action, Head Start, Spartanburg Community College, USC Upstate, and Early Head Start parents).

STRATEGY 2.2

Quality Counts

SMART GOALS

1. By the end of FY22, QC will provide Classroom Assessment Scoring System (CLASS), Environment Rating Scale (ERS), and Dual Language Learner (DLL) trainings annually for QC teachers and directors.
2. QC will offer annual stipends for education and retainment.

COMMUNITY COLLABORATORS

- We will partner with the Mary Black Foundation, USC Upstate, and Teachstone to support teachers and directors.

2. Early care and education teachers are supported to increase education and skills.

STRATEGY 2.3

The Franklin School

SMART GOALS

1. By end of FY22, all teachers will participate in Reflective Teaching Practice.
2. By end of FY22, all teachers enrolled in higher education will receive quarterly incentive bonuses.

COMMUNITY COLLABORATORS

- We will partner with USC Upstate, the Mary Black Foundation, and Northside Development Group to provide these supports.

3. Families are valued, engaged, and supported.

STRATEGY 3.1

Early Head Start

SMART GOALS

1. By the end of FY22, the number of parents participating in Ready Rosie parenting curriculum will increase by 10%.
2. By the end of FY23, the number of homeless Early Head Start families securing permanent housing will increase by 10%.

COMMUNITY COLLABORATORS

- We will partner with the Spartanburg Interfaith Hospitality network (SPHIN) and the Spartanburg Homeless Coalition.

STRATEGY 3.2

The Franklin School

SMART GOALS

1. By the end of FY22, the number of family engagement activities will increase by 15%.
2. By the end of FY23, the number of family engagement activities will increase by 20%.

COMMUNITY COLLABORATORS

- We will partner with USC Upstate, The Children's Museum of the Upstate-Spartanburg, and SC Aquarium.

3. Families are valued, engaged, and supported.

STRATEGY 3.3

Families in Spartanburg County will receive information on school readiness and ways they can support their children.

SMART GOALS

1. By the end of FY22, we will increase the number of school districts distributing readiness information by 100%.
2. By the end of FY23, we will increase the number of families receiving school readiness information by 50%.

COMMUNITY COLLABORATORS

- We will partner with all 7 Spartanburg County School Districts, Spartanburg Academic Movement, and the Children's Museum of the Upstate to coordinate our efforts to reach families.