



Early Childhood Education Strategic Plan Update

Fall 2022



Empowering people, transforming lives

Goal:

**Expand early Childhood
education and care
opportunities**



Expected Outcome:

WNCSource will have a better understanding of community needs and be able to predict with greater confidence future growth in its market

Community Needs



Strategic Plan Action Steps:

- Hire a business Development/Project Coordinator and create a committee made up of outside professionals, staff and board members to evaluate new and existing service opportunities for recommendation to the board.
- Develop a business development plan for early childhood education
 - The plan should contain analysis on current market, prospective markets, community infrastructure, financial impact and need for childcare services in each of the counties contiguous to our current market area
 - By 2022 the Committee will have assessed current markets, McDowell, Macon, Haywood and Jackson Counties

Progress to Date:

- Did not hire a Development/Project Coordinator
- Through the Community Assessment updates determined the current counties we are serving need additional services for children ages 0-3.

Community Needs




Strategic Plan Action Steps:

- Identify and foster strategic partnerships within the current and prospective communities
- Look for niche services and funding opportunities (homeless, foster care, opioid, private pay)
- By 2023 WCCA will be actively pursuing at least two new niche service opportunities in the market area
- Look for opportunities to participate in community boards focused on advancing early childhood learning.
- By 2023 WCCA will be able to name three new strategic partners

Progress to Date:

- March 2020 received a 5 year grant from OHS for EHS Expansion-99 children, 4 counties-\$2.2 million annually.
- Children's Services has added 19 Community Partners since 2018/2019
- Strategic Partners: Crossnore - Trauma Resilience, Polk County Schools-EHS, BRCC -ECE Workforce



Expand early Childhood education and care opportunities

Next Steps:

- Fully implement EHS Expansion Grant
- Continue looking at services needs & opportunities in our Service Area
- Continue to develop and strengthen community partnerships

Goal:

**Improve the quality of early
childhood education and care**



Expected Outcome:

The WNCSource Board will be able to confidently articulate the purpose and promise of Early Childhood Education

Board Articulate Purpose & Promise



The Board will receive training and coaching on the differences between daycare and early childhood education to understand the high-quality programs that WCCA offers

By 2023 Board members will report an increased understanding of CS issues as measured through the Board self-evaluation tool

Progress to Date:

- Training Provided:
 - Focus Area 1
 - Community Assessment Presentation
 - Self-Assessment Presentations
 - Board Orientation
- Board Tour needed - visiting sites with additional training/information while on the tour. We will now resume these that were paused during COVID

Expected Outcome:

The WNCSource CS Management Team, Board, and Policy Council will use recommendations from its Community Assessment and areas of weakness from the annual Self-Assessment to enhance current services

Use CA & SA to enhance services



Create an Action Plan that encapsulates the CA recommendations/noted self-assessment weaknesses, responsible person(s), and steps to be taken

Develop a quarterly reporting matrix for progress towards goals

By 2021 provide quarterly reports to policy council and board

Progress to Date:

- Community Assessment updated annually and major update January 2022.
- Self-Assessment annually.
- Feedback from policy council, staff and community members the Operational Report is the preferred communication format. Simple and better communications by content area.

Expected Outcome:

WNCSource parents will be more active partners in their children's education

Parents as Active Partners



Provide education for parents on the learning goals and outcomes of WCCA's Early Childhood Education program

Develop a plan to engage families to strengthen and empower their commitment to the programs (policy council, parent committees at each site, volunteering)

By 2022 parent representatives attend at least 75% of Policy Council meetings.
By 2023 WCCA will have 15% more parent volunteers in the classroom.

Progress to Date:

- Heavily impacted by Covid
- Family Advocates were moved from the Main Office to individual site (s) 2021-2022 for better family engagement

Expected Outcome:

Children's Services will be known for its culture of continuous improvement by promoting the professional achievements and advocacy efforts of staff

Known for our Culture



Raise the educational levels of teaching staff: By 2022 15% of EHS or HS teaching staff will be working to obtain a two or four year degree

By 2023 20% of NCPre-K teachers will come from current WCCA workforce

Staff actively take part in community meetings / task forces related to early childhood education

Lead Advocacy efforts at a local, state and federal level, including funding efforts

By 2023 each CS Mgmt. team member will serve on at least one Early Childhood initiative

Progress to Date:

- 28 teachers have taken part in college courses.
- 14 of the 28 were toward NC PREK licensure
- 14 of the 28 teachers left WNCSource
- 5 current teachers working toward AAS
- 6 current teachers working toward B-K Bachelors
- When fully staffed NC PREK = 15 teachers
Head Start = 8 teachers
EHS = 52 teachers
Teacher Assts. = 23 assistants
- WNC ECE Coalition, NHSA , NCHSA
- 67% to date

Expected Outcome:

WNCSource will be known for its continuous quality improvement and exceptional brand of services

CQI & Exceptional Brand of Services



Identify new activities to enhance program quality (reading programs, gardening activities, after school care, increased hours, and private pay). Identified projects and status of each will be presented to Policy Council and Board

Progress to Date:

- ASAP-Farm Field Trips for Home-Based Families (2 visits in 2021, 2 in 2022)
- Produce bags to families with Kale, Strawberries, Lettuce and Children's book about Agriculture. Another produce bag went out in 2021
- Staff Wellness Day hosted by Tierra Fertil and Tiny Bridge Farm. Sponsored/catered Lunch by ASAP
- Conducted survey on staff interest for a CSA/Farm Share through Tiny Bridge Farm. Results are being processed.
- Growing Minds Workshop on 8/16. 10 teacher are signed up to learn about how to incorporate Farm 2 School in their lesson plans
- 4 Private Pay at Sunny View

CQI & Exceptional Brand of Services



Implement curriculum to fidelity across all classrooms

By 2023 all WCCA teachers will be teaching to curriculum fidelity standards

Progress to Date:

- Staff overturn -continual process with new hires to reach fidelity

CQI & Exceptional Brand of Services

Establish uniform Outdoor Learning Environments for all sites

By 2022 all WCCA sites will have planned and designed OLEs with staff trained in child utilization and alignment to curriculum.



Progress to Date:

- Focus on staff/children mental health/wellness through nature
- Teacher professional development 2020, 2021 & 2022- Nature Explorer and “in-house”
- Family/Community education through engagement in the environments
- Our intent is connection to natural world and teaching environmental sustainability
- Presented OLE initiative @ NHSA Family Engagement conference Dec. 2021
- 2 complete outdoor redesigns (KC & Main St.)
- 8 additional sites have received natural materials and outdoor spaces have been modified

CQI & Exceptional Brand of Services



Provide real time attendance analysis for each classroom to be used by teachers, FSWs and others for promoting 100% school attendance to families

By 2023 classroom attendance will increase to 85% or better

Progress to Date:

- Monthly Attendance Reports provided by the Family Services Coordinator to FAs and Site Supervisors
- Site Supervisors reviewing daily
- Family Advocates promoting attendance with families
- Policies & Procedures require daily monitoring of attendance

CQI & Exceptional Brand of Services



Provide families ongoing education and set training opportunities on medical, dental and mental health access including community resources

By 2023 96% of children will have an established medical home

Progress to Date:

- Established better training of Family Advocates and systems for shared resources for families
- End of Year 2022 96%!

CQI & Exceptional Brand of Services



Finalize and communicate the comprehensive plan for enhanced services for children with disabilities

By 2021 share and train staff /CCP on responses and action steps/plans in working with children with disabilities

Progress to Date:

- Policies & Procedures were created.
- Training on IDEA
- Training on Early Alert
- Time spent in classrooms modeling for staff.
- Coaches supporting individualization for lesson plans
- Child Support Plans

CQI & Exceptional Brand of Services



Apply Trauma informed practices across the continuum of agency services


By 2021 hire/train a specialized home visitor for better transitioning children to classrooms

Train all agency staff and guide the implementation of trauma informed practices throughout the organization.

By 2025 all staff will be trained and implementing trauma informed practices in their work

Progress to Date:

- ITTI Project with Sugarhill (Duke & SWCDC)
- Social Emotional support trainings
- Resources for Resilience Training offered to staff
- Wellness Circles
- Early Intervention Specialist - Behavior support for children and adults in classrooms.
- Training for EHS - Start Strong - looking at brain development, attachment ... foundation for being trauma informed



Improve the quality of early childhood education and care

Next Steps:

- Changes in Scope- Wages
- Pipeline initiatives for teaching staff
- Retention of Staff – Retention
Bonuses, Coaching, PD, Training
- Bus Tour with Board
- Trauma Informed Agency Wide Focus
- Engage Parents through Parent
Committees and activities
- Continue OLE
- Continue Building Community
Partnerships
- Annual update to the Community
Assessment and Self-Assessment for
continuous quality improvement