

2023 Self-Assessment Action Plan

Key Recommendations from Self-Assessment	Specific Action Steps to be implemented	Data to be collected
Support for teachers and staff in the classroom, with wrap-around care, and improving work-life balance.	<ul style="list-style-type: none"> - Hiring After School Team Members for sites with wrap-around programs so teachers can complete planning, classroom prep, and coaching. - ERSEA Team to receive PC & Board approval for revised Selection Criteria aiding in classroom placement practices. 	<ul style="list-style-type: none"> - Hiring and retention numbers for After School Team Members. - Teacher feedback on how new practices are being implemented and their classroom setup. - Monitoring enrollment and placement of children with greater needs and making sure our classrooms serve the minimum 10% of children with IEPs or IFSPs.
Provide training for all staff around Diversity, Equity, and Inclusion (DEI).	<ul style="list-style-type: none"> - Seek more trauma informed training for all staff in diversity, equity, and inclusion. - Review internal policies, procedures and terminology to ensure they demonstrate our welcoming culture. - Continue to strengthen our Diversity, Equity, and Inclusion Team to implement best practices. - Continue growth towards intentionally being a multilingual program. 	<ul style="list-style-type: none"> - The Diversity, Equity, and Inclusion Team will meet monthly and discuss how WNCSource can improve implementing DEI practices. - Reports from HR on DEI Team actions and implementations.
Focus on the importance of communication between staff and families.	<ul style="list-style-type: none"> - Revising the enrollment and orientation process to better inform families on program goals and guidelines. - Encouraging families to consistently contact Site Supervisors or Family Advocates for children's absences so WNCSource can check on a child's safety and wellbeing. - Focusing on the importance of consistent daily attendance and helping families get to school. To assist families with transportation needs, we will share all of the resources from our Appe County transportation company. 	<ul style="list-style-type: none"> - Recording communications in ChildPlus with our Family Services Communication Log. - Pulling monthly attendance reports and reaching out to help and support families that struggle with chronic absences.

The Management team and Self-Assessment leadership team will review these recommendations, action steps, and data collected on a monthly basis to determine if we need to adjust actionable steps or develop new ones. Progress in these areas will be reported to the Policy Council on a monthly basis.

Submitted by Eric Hoffman, Compliance and Data Coordinator, WNCSource on October 26, 2023.