



**President's Report
Activities and Progress
Strategic Plan**

June 23, 2017

...because kids can't wait!

Vision

Connected and engaged communities supporting children for lifelong success.

Mission

Through collaboration, the Forum builds and supports systems to promote positive experiences and outcomes for young children.

Guiding Principles: Good public policy is informed by research. The use of sound research to increase awareness and advocacy on children's issues and the field of child care and early learning is fundamental. Our guiding principles, therefore, are informed by research and best practices:

- Parents are the primary educators of their children; yet some parents face barriers that seriously limit their ability to be effective parents. Proven programs and adequate resources must be available to assist parents in achieving the best possible outcomes for their children.
- The foundation for physical, social and emotional capabilities is largely set during children's first few years of life and is essential to their future cognitive and academic success as well as their ability to function well in society.
- Children have the right to warm, responsive, and nurturing care from their parents and caregivers.
- Children are entitled to high quality early learning experiences including before and after school enrichment provided not only by their parents but by compassionate, knowledgeable, and trained practitioners as well.
- Families of children with disabilities and special health care needs have unique challenges and should have access to services and adequate resources designed to meet their needs and assistance to navigate systems that can help support them.
- Formal education and ongoing professional development for practitioners are critical to the optimum development of children given the correlation between practitioner knowledge, skills, and practices and improved child outcomes for later success.
- Compensation parity for early childhood and afterschool practitioners must be promoted to positively impact recruitment, retention, quality and commitment to the field.
- Collaboration with other local, state, and national organizations/agencies is the most effective strategy for supporting children, families, and practitioners to achieve shared goals.
- Professionalism, accountability, honesty, respect, integrity and excellence are minimum expectations for Forum staff and members of the board of directors.

Adopted as edited by the board of directors, October 2010

Reviewed and affirmed by the board of directors, September 2012

Revised December 2012, March 2014, October 2014, September 2016

Revised March 2017

STRATEGIC PLAN PROGRESS 2016-2017

Goal 1
The Forum will provide innovative, responsive assistance, support and professional development for early education and afterschool practitioners at the local, state and national levels.

| Objectives | 4th Quarter Progress April - June 2017 |
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| <p>The Career Center in Miami-Dade County will serve as the hub to provide responsive guidance, support, resources, technical and scholarship assistance to partners engaged in Quality Counts to move to the new model with the Career Center. Additionally, the staff will directly provide classroom supports through Quality Counts in one regions to improve the quality of services available for children.</p> | <p>The Career Center in Miami-Dade has served as hub to provide guidance to system partners in the Quality Counts (QC) QRIS system, has assisted Quality Improvement Specialists (QIS) in providing advisement and managing scholarships through the Professional Development Registry (PDR), as well as, provide resources for professional development opportunities through the various institutions and agencies contracted to provide trainings to QC practitioners. The Children’s Forum QIS team provide support to programs in the Central region of the county and assist as needed in an effort to improve quality of care in each program. The Career Center will continue to provide support to system partners with advising services, management of scholarships through the PDR system, resources for professional development opportunities, serve as liaison for future PD opportunities, and engage in developing strategies to improve practices and procedures that will improve efficiency within the system.</p> |
| <p>The Refugee Project through the HHS, Administration for Children and Families will be launched to recruit and train 20 refugee women in becoming quality family child care home providers in Miami-Dade County and Broward County.</p> | <p>Currently the Forum is providing on-going technical assistance to 9 refugee women who are operating or will soon be operating a Family Child Care Home business. Technical assistance is provided around quality programming and business sustainability. All of these participants are located in the Miami-Dade area and all have received all other required services of this program. Beginning in July 2017, the service delivery area will be exclusively Miami-Dade County (Pending approval from the funder). It was determined after extensive outreach and recruitment efforts that the program is not viable in Broward County because refugees in the area were unable to meet all city, local, and federal requirements. Therefore the funder (ACF, ORR) invited the Forum to submit a request to change the service delivery area to Miami-Dade</p> |

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| <p>The Teacher Education and Compensation Helps (T.E.A.C.H.) Early Childhood® Scholarship Program providing scholarships to improve compensation, education, and retention in the field of early care and education will continue to be a valuable resource to the field. The results will be reported to policymakers and funders.</p> | <p>County. Approval is anticipated by the end of June.</p> <p>T.E.A.C.H. Program Update:</p> <ul style="list-style-type: none"> • Staff attended 9 conferences in March and April, providing presentations and an exhibit table • We have more than doubled our applications from the same time last year • Finalized the creation of a bridge between the online application and the T.E.A.C.H. database to upload the data directly • Finalized a bridge between the T.E.A.C.H. database and the fiscal MIP system, allowing us to upload T.E.A.C.H. check batches. <p>Current T.E.A.C.H. data:</p> <ul style="list-style-type: none"> • 3,731 current active scholars • 612 current pending application • 1,750 applications were received in the last 3 months • 5,006 web hits on the T.E.A.C.H. web page in April 2017 |
| <p>The Forum will operate and manage the Palm Beach Registry Services for the Children’s Services Council and the Miami-Dade Registry for the Children’s Trust.</p> | <p>The Palm Beach Registry and the Miami Registry both serve to inform partners and stakeholders on the progress of the early learning workforce towards the goals of professional development and status of the workforce.</p> |
| <p>The Child Care Evaluation Services program will provide services under contract with the Department of Children and Families (1) to evaluate applications of recognized accreditation associations for inclusion in the state’s Gold Seal Quality Care program and maintain the Gold Seal database, and (2) to evaluate applications of early childhood training providers for eligibility as Florida Child Care Professional Credential (FCCPC) training program providers.</p> | <p>Gold Seal Quality Care Program</p> <p>Gold Seal Designations:</p> <ul style="list-style-type: none"> • Facility: 1,626 • Large Family Child Care Homes(LFCCH): 85 • Large Family Day Care Home(LFDCH): 73 • Religious Exempt: 31 • School Exempt: 190 <p>Total: 2,005 Programs with a Gold Seal Designation.</p> |

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| | <ul style="list-style-type: none"> • 15 Accrediting Associations approved for Gold Seal Florida Child Care Professional Credential (FCCPC) • 34 FCCPC training sites • 1 program is currently inactive at this time • Seminole State College was approved to offer the Birth-Five FCCPC training • Child Care Education Institute was approved to offer the School-Age FCCPC training |
| <p>The Forum will maintain the ability to issue Continuing Education Units as an authorized provider of the International Association of Continuing Education and Training (IACET).</p> | <p>Work is underway on our 5-year renewal application to secure our authorization as an Accredited Provider with IACET for the period from 2017 to 2022.</p> |

Goal 2
The Forum will generate and disseminate valid, reliable and current best practices, data and research informing decision-making and measuring outcomes.

| Objectives | 4th Quarter Progress April - June 2017 |
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| <p>Relevant research studies and policy briefs will be disseminated to various audiences to include practitioners and policy makers to inform the field and improve practices. Information can be disseminated in e-blasts to reach about 25,000 individuals in the early care and education field, on our Facebook page where we have more than 1,900 “likes” and on Twitter where we have more than 5,000 followers.</p> | <p>Note: Our e-blast service with Capwiz has been discontinued due to our partner cancellation. We are now using MailChimp to disseminate information.</p> <p>Eblasts: March 13: PAC Webinar March 14: Children's Forum Newsletter: Spring Edition March 31: One Goal Summer Conference Deadline for Proposals April 28: Legislative Alert: T.E.A.C.H. Early Childhood Scholarship Program, Early Learning Florida, and Help Me Grow Florida Funding in Jeopardy May 23: Join Us for the 2017 One Goal Summer Conference!</p> |
| <p>Grant proposals will include a strong evaluation component to test efficacy of proposed strategies and measure outcomes for practitioners and ultimately the children they serve.</p> | <p>The Children’s Forum received an AmeriCorps planning grant which will include the development of an evaluation plan for evaluating implementation of an AmeriCorps ECE coaching intervention and workforce diversification initiative.</p> |

Goal 3

The Forum will provide collaborative leadership to promote effective public policy advocacy for early care and education and school-age services.

| Objectives | 4th Quarter Progress April - June 2017 |
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| Participate and serve on various state and national level leadership initiatives to promote effective public policy and best practice. | <ul style="list-style-type: none"> ● Forum has representation on the statewide Early Childhood Integrated Data Systems (ECIDS) workgroup. ● Forum employees serve on the Tallahassee Mayor’s Families First Initiative workgroups supporting young children and families and family friendly workplaces. ● Forum has representation on the Florida United Way ALICE Research Advisory Committee [Asset Limited, Income Constrained, Employed} |
| Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations. | The Forum worked with the Early Learning Consortium to advocate for early learning priorities. We also were fortunate to have the assistance of Claudia Davant, board member, to help with our legislative issues. |
| Present and display at local, state and national conferences on relevant topics demonstrating the expertise of Forum staff and value of programs administered. | The Forum will have a display at the One Goal Summer conference in July representing T.E.A.C.H., Help Me Grow, WAGE\$, Forum memberships, and other Forum programs and services. |
| Support the board of director’s priority to effectively engage business leaders in early childhood policy in Florida. | The Forum continues to support this board priority as needed. Phyllis Kalifeh attended the Learners to Earners Education Summit convened by the Florida Chamber Foundation (along with Bob Buesing). |

Goal 4

The Forum will maintain a sustainable marketing plan in order to support local, state and national agencies in educating the public about the value of high quality early care and education and school age services.

| Objectives | 4th Quarter Progress April - June 2017 |
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| Continue to assess the needs of the field and secure funding to support the mission of the organization. | The Forum is currently reviewing the following funding opportunities: <ul style="list-style-type: none"> ● Youth Workforce Fund via Citi Foundation and America's Promise Alliance ● Developmental Disabilities Network collaborative Leadership Program funded by Florida DD council ● Ideas that Matter design funding via Sappi |
| Take advantage of opportunities to write and promote news, stories, and op-eds in various media throughout the state. | The Forum hosted a Zumbathon in Tallahassee where all proceeds benefitted Children’s Forum CARES. Coverage included the Tallahassee Democrat Calendar of Events, the Chamber of Commerce newsletter, and local social networking pages. |
| The membership program will serve as a conduit for promoting advocacy, effective policies and practices for early care and education. | The Forum is having a membership promotion for June. Anybody who becomes a member or renews their current membership will be entered into a drawing for a chance to win a \$100 Amazon gift card. As of May 30, 172 members became members or renewed their membership with the Children’s Forum during March- May 30, 2017. Of the 172, 61 enrolled at the Director/Owner/Operator level, 1 at the Supporting Member level, and 110 enrolled at the Teacher option (4 of them purchased 3 year memberships). |
| A Forum presence on social networking sites (Facebook, Twitter, Instagram, Pinterest and YouTube) will be maintained to increase partnerships, build awareness of programs/services and receive online donations. | As of May 30: The Forum’s Facebook page has 2,019 “likes.” There are 5,389 followers on the Forum’s Twitter page. We also have Facebook pages for T.E.A.C.H. (1,612 likes), WAGE\$ (230 likes), and the Quality Counts Career Center (143 likes). On the Forum’s Pinterest page, we have 211 followers, 10 boards and 186 pins. On our Instagram page, we have 96 followers and 137 posts |
| A quarterly e-newsletter will be written and | The Spring 2017 edition of the Forum’s newsletter was distributed on Tuesday, March |

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| disseminated capturing relevant topics and promoting collaboration among providers of services for young children. Marketing materials will continue to be developed and updated. | 14. This newsletter was developed and distributed in MailChimp. |
| Professional development systems will be promoted and expanded throughout the state to provide career pathways for early childhood and afterschool practitioners. | Staff are active in the state's Professional Development Advisory Council meetings and provide direction / guidance on issues regarding the preparation of Florida's early learning / child care staffs. |

Goal 5
The Forum will promote compensation initiatives for early care and education and afterschool professionals commensurate with the critical importance of their work.

| Objectives | 4th Quarter Progress April - June 2017 |
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| The WAGE\$ program providing wage and salary stipends will be promoted through the successful implementation in existing areas and publication of results. | <ul style="list-style-type: none"> ● Active participants: 938 ● Participating child care programs: 315 ● 297 WAGE\$ supplement payments were issued during this time period ● Six-month supplement average: \$588.00, the average six-month supplement is equivalent to at least \$.56 cent an hour. |
| The WAGE\$ program will be promoted in conferences, newsletters, and response to inquiries statewide. | WAGES program is promoted through the Miami-Dade QRIS system through service delivery model carried out by Quality Improvement Specialist (QIS) who visit programs monthly and assist in improving the learning environment through technical assistance and offer professional development opportunities to enhance knowledge and skills. |

Goal 6
The Forum will provide collaborative leadership and develop tools (strategies) to improve systems of care, education, and healthy development for all children and youth.

| Objectives | 4thd Quarter Progress April - June 2017 |
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| The Professional Development Registry will be further developed and honed to serve as a valuable resource for decision-making and further deployment in the state. | Palm Beach Registry: New Practitioner Applications (March 2017-May 2017): 138 Miami-Dade Registry: Centers Closed (March 2017-May 2017): 56 |
| An Online Events System (OES) will continue to be refined and marketed to coalitions and other nonprofits. | The Forum's OES is central to the ongoing work for CEU process development. These components will aid the Forum in marketing this service to other training organizations. |
| The website will serve as the locus of information and resources for the early care and education field to include news, advocacy awareness and relevant tools to assist early care and education practitioners. | Website updated regularly to maintain relevant information. Staff managers are responsible for reviewing their program's section of the website on a monthly basis and report updates to the Helpdesk. A new page has been added to the website for use by the members of the Board of Directors to access the Online Board Member Manual. The online format allows for more frequent updating than the hardcopy binders and includes all of the official documents, policies, and procedures of the organization. |
| The Program Assessment Center will provide classroom assessment services to early learning coalitions and other interested parties using the Environment Rating Scales, CLASS, and training and technical assistance. | During this quarter the PAC has completed 76 assessments for the Palm Beach County quality improvement program, Strong Minds. Additionally the PAC has partnered with the Early Learning Coalition of Palm Beach to complete 78 assessments for the Florida Performance Funding Pilot project. |
| The Forum will create a model for leadership development for early learning to provide a venue for training both those in field and out of | The Forum completed the Emerging Leaders training for 2016-17. The Forum is currently contracting with a consultant to conduct a feasibility and needs assessment to determine whether there is a need for and how best to implement a statewide ECE leadership |

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| field to strengthen leaders to achieve positive policy changes for ECE. | program. Survey and interview data have been collected and analyses are currently underway, |
| The Forum will provide leadership and administration of the Help Me Grow Florida project to increase the access and availability of services for children in communities where services are provided. | Help Me Grow's current funding in the 2017-18 legislative budget is \$1,850,957 (\$1,808,957 in recurring funds and \$42,000 in nonrecurring funds). This is down almost \$600,000 from 2016-17 when we were funded at \$2.4 million. Nevertheless, we were pleased to still be funded, albeit with a cut. The program is holding a training for all statewide staff in early June as well as strategic planning session with the governing team. The training and planning will prepare the team for next year and layout a strategic work plan for accomplishing improved outcomes. |

Goal 7
The Forum will be administered in a cost effective and efficient manner ensuring adequate resources are available to carry out the mission of the organization.

| Objectives | 4th Quarter Progress April - June 2017 |
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| Respond to four Invitations To Negotiate or Request for Proposals that are consistent with the strategic plan goals. Assure that the potential revenue from each proposal is of a significant amount to warrant the time and effort to respond or of significant strategic value. | <ul style="list-style-type: none"> ● The Forum was recently awarded an AmeriCorps Intervention Planning Grant to begin August 2017. The grant is intended to help inform the development of an operations grant proposal due November 28, 2017. ● The Forum is currently reviewing the following funding opportunities: <ul style="list-style-type: none"> ○ Youth Workforce Fund via Citi Foundation and America's Promise Alliance ○ Developmental Disabilities Network collaborative Leadership Program funded by Florida DD council ○ Ideas that Matter design funding via Sappi |
| Increase revenue from membership and the number of members by 5%. | As of May 30, 172 members became members or renewed their membership with the Children's Forum during March 1- May 30, 2017 for a grand total of \$7,000. |
| Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum. | This continues to occur under the guidance of the Forum's CFO. |

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| <p>Seek opportunities to bring positive recognition to the Forum for the quality and excellence of the work the organization provides.</p> | <p>The Forum hosted a Zumbathon on March 20 in Tallahassee. Proceeds benefitted Children's Forum CARES.</p> <p>The Forum is undergoing review by Nonprofits First of Palm Beach County for renewal of our Agency Accreditation for the period from 2017-2022. Accreditation by NPF provides evidence that the Forum operates under sound fiscal and organizational practices. Our Virtual Review was held on June 12.</p> |
| <p>Audit and monitoring reports are positive reflecting the quality of the work of staff.</p> | <p>The Office of Early Learning performed their annual monitoring. There were a couple of issues noted but overall, was very positive.</p> |
| <p>A process for quality assurance is in place to ensure the ongoing quality improvement of services to our respective audiences.</p> | <p>All of the projects managed by the Forum contain quality assurance provisions and evaluations to assess the effectiveness of Forum's programs and services. The results are used to make improvements where needed.</p> |
| <p>Strengthen the internal culture of the Forum through revised staff orientation practices, morale and recognition systems and professional development opportunities.</p> | <p>The Forum continues to develop the monthly internal e-newsletter, <i>Forum Focus</i>, which highlights personal achievements, professional development, birthdays and anniversaries of Forum staff. Staff seem to appreciate the newsletter.</p> <p>The Forum's Morale and Recognition Committee hosted various events and continues to have monthly celebrations to recognize staff birthdays, anniversaries and new hires.</p> <p>Planning continues for the 5th annual Staff Professional Development Conference on Sept. 20-22 at the San Pedro Center in Winter Park, FL.</p> |