



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

March 23, 2018

...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, December 2012, March

STRATEGIC PLAN PROGRESS 2017-2018

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	3rd Quarter Progress January – March 2018
<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 of Miami-Dade County continues to serve as hub for all professional development (PD) efforts within the Quality Counts (QC) system, as well as, manage QC scholarships for all practitioners and assist with supporting partners through the use of the Professional Development Registry (PDR). The Career Center coordinates with PD agencies to provide proper PD supports and opportunities to practitioners that are designed enhance classroom practices for the workforce being served. Additionally, the staff continues to support programs in the Central region of the county and works towards increasing quality care through coaching practices and ongoing site visits. The Career Center will continue to serve the Miami-Dade QC system and support partners and programs towards continuous quality improvement efforts.</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.</p>	<p>Nine clients are currently being served by the RCCDP through training, mentorship, and technical assistance to operate high quality FCCHs in Miami-Dade County. Extensive outreach efforts are underway to recruit the remaining participants including presentations at local institutions and agencies serving the refugee population, newsletters, and adds via media outlets (radio and newspaper).</p>
<p>The Teacher Education and Compensation Helps</p>	<p>T.E.A.C.H. Program Update:</p>

Objectives	3rd Quarter Progress January – March 2018
<p>(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>	<ul style="list-style-type: none"> ● The T.E.A.C.H. team has been working to verify employment and need for all scholarship applications received since July 1, 2017 ● Contracts will be processed on a first come first served basis. Contracts will start June 30, 2018 (this will allow new scholars to enroll in Summer B classes) ● Messaging has begun to notify the field that our funding has been restored <p>Current T.E.A.C.H. data:</p> <ul style="list-style-type: none"> ● 1,817 current active scholars ● 0 current pending application ● 2,133 applications have been received since July 1, 2017 ● 1,183 applicants are on the waitlist ● 1,307 web hits on the T.E.A.C.H. web page in February 2018
<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>Palm Beach Registry: New Practitioner Applications (January 2018-March 2018): 137</p> <p>Miami-Dade Registry: Centers Closed (January 2018-March 2018): 46</p>

Objectives	3rd Quarter Progress January – March 2018
<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 Gold Seal Designations:</p> <ul style="list-style-type: none"> • Facility: 1,594 • Large Family Child Care Homes(LFCCH): 77 • Large Family Day Care Home(LFDCH): 70 • Religious Exempt: 22 • School Exempt: 138 <p>Total: 1,901 Programs with a Gold Seal Designation.</p> <ul style="list-style-type: none"> • 15 Accrediting Associations approved for Gold Seal • AdvancED is in the renewal process for their school age standards which is due to expire on June 6, 2018. <p>Florida Child Care Professional Credential (FCCPC)</p> <ul style="list-style-type: none"> • 32 FCCPC training sites • 1 program is currently inactive at this time
<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>The IACET renewal application was submitted and approved, and the site visit (February 28) was very positively received. The Children’s Forum was once again approved (March 8, 2018) as an authorized provider of IACET (2017-2022). We are developing a business model to increase the visibility and expand the reach of the Continuing Education and Training Department at the Forum.</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	3rd Quarter Progress January – March 2018
<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 12,000 individuals in the early care and education field, on our Facebook page where we have more than 2,000 “likes” and on Twitter where we have more than 5,400 followers.</p>	<p>Produced a Miami-Dade Quality Counts workforce and evaluation report designed for broad audiences that has been well received by system partners. The study demonstrated a connection between holding degrees and accepting scholarships and wage supplements and the quality of teacher-child interactions in the early learning classroom.</p> <p>E Blasts Sent through MailChimp:</p> <ul style="list-style-type: none"> ● March 9: FLAEYC Save the Date Annual Conference ● March 8: The Compensation Crisis: Why Can’t We Pay Child Care Teachers What They’re Worth? (Children’s Forum Newsletter Spring 2018 edition) ● February 5: FLAEYC and Forum Shared Services Partnership ● February 2: We Want to Pamper You (Children’s Forum membership promotion campaign) ● January 31: Early Childhood Study: Directors and Early Childhood Study: Teachers ● January 18: One Goal Summer Conference Request for Presenters
<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>There were no grant proposals submitted this quarter.</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	3rd Quarter Progress January – March 2018
Participate and serve on various state and national level leadership initiatives to promote effective public policy and best practice.	Several Forum employees serve on the Florida Office of Early Learning Transition to Kindergarten workgroups. Specific areas of focus for Forum staff include Social and Emotional learning and the development of a statewide communication plan sharing best practices in PreK-K transition.
Engage in advocacy efforts that promote the philosophy of the organization following applicable guidelines under state and federal regulations.	The Forum was successful in advocacy efforts on behalf of T.E.A.C.H. and Help Me Grow Florida this past legislative session. T.E.A.C.H. is restored at the \$10M level and Help Me Grow received an increase of \$425,000.
Present and display at local, state and national conferences on relevant topics demonstrating the expertise of Forum staff and value of programs administered.	The Director of our Miami Office was an invited opening speaker at the First Annual Conference in Early Care and Education at Miami Dade College. Recently received an acceptance to present on the Quality Counts initiative at the next QRIS BUILD conference in July 2018.
Support the board of director’s priority to effectively engage business leaders in early childhood policy in Florida.	There has been no activity this quarter on business engagement.

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	3rd Quarter Progress January – March 2018
Continue to assess the needs of the field and secure funding to support the mission of the organization.	As part of the expansion of the Training Department, a needs assessment is under development that will be disseminated broadly to determine current continuing education and training needs defined both regionally, and by position within the field.
Take advantage of opportunities to write and promote news, stories, and op-eds in various media throughout the state.	Continued effort to promote our mission and impact through storytelling has been supported by a Non-Profits First grant that allows the Forum to work with a consultant as we engage in developing our stories. We are working on several stories to convey the messages of the WAGE\$ program and compensation challenges in the field, as well as several Quality Initiatives story lines.. These stories will be included in our newsletter, on our social media accounts, and on our website. In addition, a press release was developed for the FLAEYC Shared Services Partnership that was distributed broadly throughout the state.
The membership program will serve as a conduit for promoting advocacy, effective policies and practices for early care and education.	The Children’s Forum website will be redesigned to more prominently reflect our mission and to promote our membership program.
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.	Frequency and format of posts to social media accounts: <ul style="list-style-type: none"> ● Facebook 2-5 times per week ● Twitter 4-15 times per week ● Instagram photos/videos as applicable ● Pinterest posts as applicable ● LinkedIn TBD

Objectives	3rd Quarter Progress January – March 2018
	<ul style="list-style-type: none"> • YouTube Videos as applicable
A quarterly e-newsletter will be written and disseminated capturing relevant topics and promoting collaboration among providers of services for young children. Marketing materials will continue to be developed and updated.	We are moving toward a revised newsletter format. Recently (Fall 2017 and Spring 2018) we implemented a new streamlined template for the newsletter. Based on feedback from the consultant with whom we have been working on storytelling, we will keep the features of the newsletter, but transition to a monthly dissemination schedule with fewer items in each newsletter.
Professional development systems will be promoted and expanded throughout the state to provide career pathways for early childhood and afterschool practitioners.	Participating in meetings with interested partners discussing PD systems/Registries, including the State of Florida and Miami-Dade county.

Goal 5

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

Objectives	3rd Quarter Progress January – March 2018
The WAGE\$ program providing wage and salary stipends will be promoted through the successful implementation in existing areas and	<ul style="list-style-type: none"> • Active participants: 929 • Participating child care programs: 337 • 304 WAGE\$ supplement payments were issued during this time period

Objectives	3rd Quarter Progress January – March 2018
publication of results.	Six-month supplement average: \$587.00, 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.	<ul style="list-style-type: none"> February 3, 2018 Broward County Early Educators Conference

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	3rd Quarter Progress January – March 2018
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.	We continue to expand the capabilities of our Registry, in cooperation and with support from our funders. Planned future versions of the Registry will work with/enhance the State's Registry information and will support individuals outside of the Quality Counts initiative. The emphasis on collecting detailed workforce information continues to be a major feature/focus of the Registry effort.
An Online Events System (OES) will continue to be refined and marketed to coalitions and other nonprofits.	The OES is being maintained for existing customers and for ourselves. Unfortunately, similar capabilities are now provided by myriad other systems, often as a fringe benefit of belonging to an organization, making marketing the OES as a standalone product no longer practical.
The website will serve as the locus of information and resources for the early care and education field to include news, advocacy	The CF's various websites are being re-examined and redesigned as part of a comprehensive effort to make them more effective and relevant. The end result should make the several websites more cohesive and successful.

Objectives	3rd Quarter Progress January – March 2018
awareness and relevant tools to assist early care and education practitioners.	
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.	This quarter the PAC has completed 149 CLASS and ERS assessments. We have developed 1 new video and presented 1 new webinar for training and technical assistance on the assessment tools. To date our videos have been viewed over 93,373 times and our webinars have had over 8,836 participants and viewers.
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 field to strengthen leaders to achieve positive policy changes for ECE.	Efforts to promote leadership development in the field have not been successful with regard to securing funding for this purpose. The master's program at the University of North Florida is also focused on leadership development for the ECE field which will help to meet this need in Florida.
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.	<p>The Help Me Grow Florida (HMGF) program has had a very positive quarter. Two new HMGF staff (Liz Randall and Alexandra Goldberg) were on-boarded and trained and have created two new manuals for our contractors/providers to improve processes and data collection efforts in the state. These manuals include the Books Balls and Blocks Community Screening initiative manual (pre and post surveys to be used during events are included) and the S.T.A.R system manual with a Data Dictionary.</p> <p>Our team began planning for the Annual HMGF State Meeting which will be held May 24 and 25th, in Orlando, Florida. We have commitments from three partners and three of our providers to present and/or take part in a panel discussion during our meeting.</p> <p>In January the team submitted an application to AMCHP/CDC for a \$10,000 grant to support our community screening initiative and outreach efforts. The Program and</p>

Objectives	3rd Quarter Progress January – March 2018
	<p>Training Manager, Alexandra Goldberg, has been approved as the new Learn the Signs Act Early Ambassador which comes with a stipend of \$4000 to support our community presentations on developmental milestones.</p> <p>HMGF is seeing continued access to our program services by our families and their children. In the month of January HMGF served 327 families, 366 children, 374 screenings were completed and 379 referrals were made. Our outreach and messaging efforts included 96 outreach activities and educational sessions to healthcare providers, 76 family and community events were attended, and 66 meetings were held or attended with service providers and agencies. Year to date 2,314 children have been screened by Help Me Grow. (data for February and March are not yet available)</p> <p>HMGF released our 18-19 fiscal year Request for Proposals (RFP) on March 5. This RFP will give the staff an opportunity to review submitted proposals for implementation of the program in current counties and counties that represent opportunities for expansion.</p> <p>The HMGF Statewide Director accepted a request to present on Florida's Help Me Grow Centralized Access Point at the 2018 Help Me Grow National Forum in April.</p>
<p>The Forum will administer a planning grant from Volunteer Florida to determine the feasibility of launching an AmeriCorps service program aimed at recruiting underrepresented populations into the ECE teaching field.</p>	<p>Drafted an AmeriCorps Member Training Plan and program Logic Model. Met with advisory team members one-on-one and communicated with them remotely via email and phone to obtain guidance on member recruitment, site selection, match funding, and the Member Training Plan. Began drafting the intervention design and evaluation plan for the service program implementation grant.</p>

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	3rd Quarter Progress January – March 2018
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.	While we did not respond to RFPs per se this quarter, we did negotiate with FLAEYC to become their Shared Services provider. We are partnering with FLAEYC to perform back end administrative functions as well as plan and execute their annual conference. The total contract for the year is \$50,000.
Increase revenue from membership and the number of members by 5%.	As of March 9, the Forum has enrolled 133 members for a total of \$5,385. Had a membership promotion for the month of February to promote our membership program. In addition, our new website will include a pop-up feature promoting our membership program as well/
Provide monthly financial reports to the Board ensuring board members are informed on the financial status of the Forum.	This has been accomplished on a monthly basis.
Seek opportunities to bring positive recognition to the Forum for the quality and excellence of the work the organization provides.	A press release was developed for the shared services agreement with FLAEYC and a Spring 2018 Forum newsletter was distributed via MailChimp to more than 22,000 email addresses.
Audit and monitoring reports are positive reflecting the quality of the work of staff.	The Forum was just monitored by Thomas, Howell, and Ferguson, CPA firm on behalf of the Florida Office of Early Learning. The draft report is positive with only one finding related to stale checks. When the final report is issued, it will be shared with the board.

Objectives	3rd Quarter Progress January – March 2018
A process for quality assurance is in place to ensure the ongoing quality improvement of services to our respective audiences.	Each program continues to execute their quality assurance measures. The fiscal department just finished an internal survey on fiscal operations that will also serve to inform improvements in the department.
Strengthen the internal culture of the Forum through revised staff orientation practices, morale and recognition systems and professional development opportunities.	<i>Forum Focus</i> , an internal letter promoting the accomplishments and activities of Forum employees, continues to be distributed on a monthly basis.