

**TELLER/PARK EARLY CHILDHOOD COUNCIL
STRATEGIC PLAN 2009-2012**

Vision: All young children and their families are happy, self sufficient and thrive within their community.

Mission: To develop and implement, through collaborative partnerships, an effective early child hood system that supports the needs of young children and their families.

TASK GROUP: ORGANIZATIONAL STRUCTURE/GOVERNANCE

Goal One: Organizational Structure/Governance: Build and refine TPECC's organizational structure.

Strategy 1A: Maintain key council membership within the four domains and recruit new members.

1A1: Review membership status.

1A2: Engage members and reinforce their roles in the Council.

Strategy 1B: Review organizational structure and effectiveness of Council's work in the community.

1B1: Review strategic plan, by-laws, decision making process, guiding principles, and operating procedures.

1B2: Evaluate activities of coordinator and job description.

1B3: Complete a community needs assessment.

Strategy 1C: Ensure staff and Council have an in-depth knowledge of programs, services, and local and state wide systems- building work.

1C1: Create and maintain a constant stream of information regarding early childhood.

1C2: Create library of materials.

Strategy 1D: Inform new agency members about the importance of early childhood work and the Council.

1D1: Meet with new key employees in person.

1D2: Create a Council Handbook.

<u>Activities</u>	<u>Outputs/Outcomes</u>	<u>Target Date</u>	<u>Person Responsible</u>
Review membership status.	Have a minimum of 20 members represented from 20 key areas with no more than	Quarterly	Council/Coordinator

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	3/4 from either Teller and Park counties to fully represent early childhood issues of children 0-8. Continuously identify additional members who are missing that will move the work forward as identified in the strategic plan. Recruit new agency members as identified.	Bi-monthly	Council/Coordinator
Engage members and reinforce their roles and importance in the Council.	Have consistent attendance by all members at meetings, as required in the by-laws, as well as active participation, including being on at least one task group a year.	On-going	Council/Coordinator
Review strategic plan, by-laws, decision making process, guiding principles, operating procedures, workforce development plan and other plans.	Ensure Council is following guidelines put in place and identify what is working; what it not working; what is missing; and if changes needed to be made. Make recommended changes as necessary per Council approval.	December 2009 Yearly	Council/Coordinator
Evaluate activities of coordinator and job description.	Determine if activities and duties being performed match needs of plans set forth using. Make recommended changes as necessary.	December 2009 Yearly	Executive Committee
Hire a professional to conduct a comprehensive community needs assessment of early childhood issues concentrating	Prepare written document of findings after compiling and analyzing data from multiples sources such as Census, local	September 2011	Council/Task Group/Coordinator

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<p>on children 0-8 in Teller and Park counties.</p>	<p>and state agencies/governments, organization needs assessments, surveys, focus groups, and other relevant sources to get a well rounded view of issues.</p> <p>Identify priorities based on areas of highest concern. Compare results with 2008-2009 assessment. Identify if Council needs to change focuses.</p>	<p>October 2011-March 2012</p> <p>April 2012</p>	<p>Contractor/Task Group</p> <p>Task Group/Council/Coordinator</p>
<p>Create and maintain a constant stream of information regarding early childhood.</p>	<p>Schedule guest speakers for Council meetings.</p> <p>Email CDE updates concerning state issues to Council.</p> <p>Attend and actively participate at ECCLA meetings and Technical Assistance days.</p> <p>Attend trainings, conferences, and meetings of organizations.</p> <p>Participate on local and state groups.</p> <p>Network with other Council Coordinators.</p> <p>Research and keep up on local</p>	<p>July 2009 Bi-annually</p> <p>Weekly</p> <p>Monthly/Bi-monthly</p> <p>As deemed relevant</p> <p>As deemed relevant</p> <p>On-going</p> <p>On-going</p>	<p>Coordinator</p> <p>Coordinator</p> <p>Coordinator/Council</p> <p>Coordinator/Council</p> <p>Coordinator/Council</p> <p>Coordinator</p> <p>Coordinator/Council</p>

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	and state happenings that correlate with TPECC's work.		
Create library of materials.	Establish a task group to compile information and create a one-page document about each agency on the Council and other relevant organizations. Documents will be updated yearly or as necessary and will be accessible on the TPECC website, hard copy in binder, and electronic form emailed to all on the council.	Spring 2010	Council Task Group/Coordinator
Meet with new key employees in person.	Welcome new employees who would be represented on the Council. Have a consistent and concise message about TPECC and the importance of their participation.	On-going (based on turnover of positions)	Council/Coordinator
Create a Council Handbook.	Have a consistent and concise message about TPECC's work. Have available a compilation of all relevant documents and identifies roles of members and supporters especially for those new to the Council.	December 2009 Update yearly	Council Task Group/Coordinator

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TASK GROUP: PROFESSIONAL & WORKFORCE DEVELOPMENT

Goal Two: Professional and Workforce Development: Have educated service professionals within the early childhood field.

Strategy 2A: Provide local trainings for early childhood care and education providers.

2A1: Organize local trainings to meet state licensing requirements and beyond.

2A2: Develop the Parents As Teachers Supporting Caregiver Program for kinship care.

2A3: Develop a pool of trained early childhood professionals who can teach babysitter training classes to youth.

Strategy 2B: Increase number of EC care and education childhood providers who hold certifications, credentials, and/or EC degrees.

2B1: Provide professional development coaching for providers.

2B2: Offer EC professional development funding.

2B3: Offer EC local trainings.

Strategy 2C: Increase the number ECE special needs providers and specialists within the community (speech therapists, pediatric OT, nutritionist, 0-3 audio logical testing).

2C1: Map the special needs service providers that serve the community.

2C2: Develop a special needs provider/specialists recruitment and retention plan that addresses missing services.

2C3: Secure funding to implement the recruitment and retention plan.

2C4: Implement programs to train providers and community members on caring for children with special needs (e.g. CARES).

Strategy 2D: Increase the number of respite care providers.

2D1: Analyze programs and care pool resources to identify what is needed.

2D2: Create a plan to address the needs.

2D3: Secure funding to implement plan.

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- Strategy 2E:** Increase number of early childhood mental health service providers.
 2E1: Map the mental health service providers that serve the community.
 2E2: Develop a mental health provider/specialists recruitment and retention plan that addresses missing services.
 2E3: Secure funding to implement the mental health provider/specialists recruitment and retention plan.
 2E4: Offer community based training on focused on early childhood mental health issues.

<u>Activities</u>	<u>Outputs/Outcomes</u>	<u>Target Date</u>	<u>Person Responsible</u>
Organize local trainings to meet state licensing requirements and beyond.	Contract and schedule with R&R in both counties to offer a yearly schedule of local EQ and Ounce Scale classes.	September 2009-June 2010 July 2010-June 2011 July 2011-June 2012	Coordinator/R&R
	Contract and schedule with other agencies in both counties for CPR/First Aid, medication administration, child abuse, 15 hours of training, and ECE 101	September 2009-June 2010 July 2010-June 2011 July 2011-June 2012	Coordinator/Agencies
Develop the Parents As Teachers Supporting Caregiver Program for kinship care.	Have support system and resource for grandparents and other relatives who care for children.	July 2010 On-going	Task Group
Develop a pool of trained early childhood professionals who can teach babysitter training classes to youth.	Create a list of trainers for both counties, coordinate and promote two classes annually.	February 2010 Bi-annually	Task Group
Provide professional development coaching for providers.	Contract with professional to coach/mentor providers on EC certification, credentialing,	July 2010-June 2012	Coordinator/Contractor

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	degree process via visits, phone calls, and informational sources. Create informational brochures and contact providers about service.		
Offer EC professional development funding.	Assist funding for 10 classes annually.	July 2010-June 2012	Coordinator/R&R
Offer local trainings for EC professional development.	Schedule a minimum of 2 classes annually in Teller and Park counties.	July 2010-June 2011 July 2011-June 2012	Coordinator/R&R
Map the special needs service providers that serve the community.	Create resource list	September 2010-December 2010	Task Group
Develop a special needs provider/specialists recruitment and retention plan that addresses missing services.	Create as task group to identify gaps and research how to recruit and retain professionals.	January 2011-April 2011	Task Group/Coordinator
Secure funding to implement the special needs provider/specialist recruitment and retention plan.	Identify potential funders and resources to address needs.	May-September 2011	Coordinator

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Implement programs to train providers and community members on caring for children with special needs (e.g. CARES).	Identify providers who care for special needs children and providers who would be interested in learning how to care for children with special needs and connect them with program trainers.	April 2010 On-going as needed	Coordinator/R&R
Analyze respite programs and care pool of resources to identify what is needed.	Create task group to research issue.	January-February 2011	Task Group
Create a respite care needs plan to address the needs.	Identify and document gaps.	May-April 2011	Task Group/Coordinator
Secure funding to implement respite care needs plan.	Identify and apply for at least five funding sources and other resources to address needs.	May-August 2011	Coordinator
Map the mental health service providers that serve the community.	Create task group to research issue.	January-February 2012	Task Group

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Develop a mental health provider/specialists recruitment and retention plan that addresses missing services.	Identify and document gaps.	March-April 2012	Task Group/Coordinator
Secure funding to implement mental health provider/specialists recruitment and retention plan.	Identify and apply for at least five funding sources and other resources to address needs.	April-June 2012	Coordinator
Offer community based training on focused on early childhood mental health issues.	Identify what trainings are available and provide a minimum of 1 training annually in each county.	May 2011 Yearly	Coordinator/Council Member

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TASK GROUP: PUBLIC ENGAGEMENT/ADVOCACY

Goal Three: Public Engagement/Advocacy: Public is informed about early childhood systems and the relationship between early childhood outcomes and other community issues.

Strategy 3A: Educate the community about TPECC, individual organizations in the community, and the importance of early childhood systems.

3A1: Create a brand for and marketing materials about TPECC.

3A2: Partner with agencies to fund the Early Childhood Resource Guides for Teller and Park.

3A3: Conduct bi-annual presentations to BOCC/Board of Social/Human Services/other organizations/community leaders.

3A4: Research and gather information/data about the value of investing in early childhood.

Strategy 3B: Increase knowledge and visibility in the community regarding housing/transportation issues that impact young children.

3B1: Participate in housing needs assessment in Park County/housing task force in Teller.

3B2: Advocate for child care being allowed within subdivisions.

3B3: Have two-county participation on the Transportation Work/Task Group (Pikes Peak Council of Government).

<u>Activities</u>	<u>Outputs/Outcomes</u>	<u>Target Date</u>	<u>Person Responsible</u>
Create a brand and marketing materials for TPECC.	Establish a consistent message and recognizable image within the community that makes TPECC the center point for early childhood resources in Teller and Park. Create logo, slogan, elevator pitch.	July 2009	Graphic Designer/Coordinator/Council

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	Develop TPECC website.	August-October 2009	Coordinator/Website Designer
	Develop one-page flier.	August 2009	Coordinator
	Develop brochure	November 2009	Coordinator/Marketing Designer
	Develop posters	February 2010	
Partner with agencies to fund the Early Childhood Resource Guides for Teller and Park.	Pool resources from 4 other agencies to fund the Resource Guides in both counties and have information page about TPECC.	January 2010 January 2011 January 2012	TRE (Teller)/South Park Early Childhood Council/Senior Coalition (Park)/Community Partnership/Council
Research and gather information/data about the value of investing in early childhood.	Have valuable and meaningful data that supports importance of early childhood work and the impacts on the community for marketing materials.	September 2009	Council Member/Coordinator
Advocate for home and center based child care to be allowed within existing and new subdivisions.	Research existing regulations, costs, and benefits of having localized child care.	January 2010	Council Member
	Create a letter of support and recruit key players to sign it.	April 2010	Council Member
	Have one Council member represent TPECC and express the benefits of child care accessibility to home builders associations, city and county planning departments.	June 2010 On-going	Council Member

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Have two-county participation on the Transportation Work/Task Group (Pikes Peak Council of Government).	Have one Council member represent TPECC attend meetings and prepare report for regular TPECC monthly meetings.	July 2009 On-going	Council Members
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TASK GROUP: PARENT & FAMILY ENGAGEMENT

Goal Four: Parent and Family Engagement: Parents and families are knowledgeable about early childhood services and childhood development.

Strategy 4A: Increase education opportunities available to parents and families.

4A1: Coordinate with local agencies regarding class availability.

4A2: Provide classes locally that are identified as a need.

4A3: Explore transportation solutions for parents to get to classes.

Strategy 4B: Create information sources for parents to access.

4B1: Support, maintain, and expand website resource such as the www.parkparents.org site.

4B2: Research links and other resources on the TPECC website for parent support.

<u>Activities</u>	<u>Outputs/Outcomes</u>	<u>Target Date</u>	<u>Person Responsible</u>
Coordinate with local agencies regarding parent/caregiver class availability.	Identify scheduled or planned classes in both counties of the following: Love & Logic, 123 Magic, Parents as Teachers, Partners in Parenting, Bright Beginnings, kinship classes/PAT Supporting Caregiver Program, education classes for parents about importance of quality care, and	July 2009- yearly	Coordinator

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	additional relevant classes.		
Provide parent/caregiver classes locally that are identified.	Create a master schedule of classes and locations. Coordinate with agencies to schedule additional, missing, or new classes in each corresponding county for the year.	August 2009- on-going updates September 2009- yearly (scheduled as necessary)	Coordinator Coordinator
Explore transportation solutions for parents to get to classes.	Ask agencies that provide classes and their cliental if transportation to classes is an issue and what if anything could help the situation (informal/add question to registration/survey format). Document responses and determine if that is a need to address.	Begin July 2009 Compile information by December 2009	Coordinator/Agencies
Support, maintain, and expand website resource such as the www.parkparents.org site.	Utilize a current resource already in place that directly relates to TPECC's work.	July 2009 On-going	Webmaster
Research links and other resources on the TPECC website for parent support.	Mirror Park Parents valuable resource guide to assist parents in Teller and throughout Park counties.	December 2009 Update monthly basis or as needed.	Coordinator/Webmaster

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TASK GROUP: PROGRAM AVAILABILITY

Goal Five: Program Availability: To *identify and coordinate* services that meet the needs of children and families around health, mental health, early care and education, family supports and services.

Strategy 5A: Increase understanding of the health needs among children and families in Teller and Park counties.

5A1: Complete Health Assessment and Health Integration Plan by September 2009.

5A2: Seek funding to implement Health Integration Plan initially by December 2009, then ongoing.

Strategy 5B: Increase *awareness of* CHP+ and Medicaid *program access.* (*Mountain Resource Center, Teller and Park Public Health, Peak Vista, Department of Social Services*)

5B1: Assist with public outreach about program *by August 2009, then ongoing.*

5B2: Facilitate process improvements by convening key players who are involved.

Strategy 5C: *Support* the implementation of the ABCD Project with healthcare providers that serve Teller and Park families.

5C1: Support funding for CD program of ABCD Project.

5C2: Research how other agencies are using the tool in the community and *sharing* information among other agencies.

Strategy 5D: Increase *awareness of* family support services for children.

5D1: Identify family support service needs

5D2: Support program development for gaps in services

5D3: Increase awareness of family support services

5D4: Support community building activities that promote family support services.

Strategy 5E: Increase availability of legal childcare in Teller and Park counties (recruiting new providers and maintaining current providers).

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5E1: Contract with a liaison in both Teller and Park to recruit new providers and childcare provider network. *(Michelle, is this funded?)*

5E2: Review feasibility of community-based transportation such as between license care and preschool.

Strategy 5F: Increase incentives to encourage providers to care for low income and special needs children.

5F1: Locate resources for child care providers serving or willing to serve children with special needs.

5F2: Provide support system for child care providers that accept CCAP and at-risk children.

5F3: Investigate what can be done to increase CCAP reimbursement rates and stipends at the local level.

<u>Activities</u>	<u>Outputs/Outcomes</u>	<u>Target Date</u>	<u>Person Responsible</u>
Complete Early Childhood Health Assessment and Early Childhood Health Integration Plan.	Identify and document the gaps in EC health services, in particular, the areas that were raised as a concern from the TPECC 2009 needs assessment and from professionals in the field locally: prenatal care; low birth weight; domestic violence prevention; dental/oral care; immunizations; medical home; access to high quality mental health; transportation barriers to services.	September 2009	EC Health Integration Group/Coordinator
Seek funding to implement Health Integration Plan.	Secure necessary funds as outlined in the Health Integration Plan to implement strategies that address top priorities.	By December 2009 <i>and ongoing</i>	EC Health Integration Group/Coordinator
Assist with public outreach about CHP+ program.	<i>Meet with CHP+ coordinators before July 2009 regarding</i>	<i>July 2009</i>	Coordinator

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	<i>state plan after July 1 when coordinator positions are eliminated.</i>	August 2009	
Facilitate process improvements by convening key players who are involved.	Identify steps and specific actions TPECC can perform to assist in making overall process efficient and accessible in both counties to enroll 600 eligible children.	Begin <i>August 2009</i> meet target by July 2012	Task Group/Coordinator
<i>Support</i> funding for CD program packets of ABCD Project.	<i>Support</i> 10 CD programs for ABCD Project.	August 2009-February 2010	Task Group/Coordinator
Research <i>how</i> other agencies are using the assessment tool in the community.	Identify if other agencies use the tool then determine a plan on how to share across agencies.	August 2009 <i>and ongoing</i>	Coordinator/Local Agencies
<i>Identify family support service needs</i>	<i>Develop and implement a service-needs survey with parents to identify existing services and gaps in services</i>	<i>April 2010</i>	<i>Coordinator/Task Group</i>
<i>Support program development for gaps in services</i>	<i>Prioritize gaps identified in needs survey, research program availability and potential funding sources.</i>	<i>July 2010</i>	<i>Coordinator/Task Group</i>
<i>Increase awareness of family</i>			

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<i>support services.</i>	<i>Compile list of sources such as The Resource Guide, list on website, have information at health fairs, staff community events, etc.</i>	<i>October 2010</i>	<i>Coordinator/Task Group</i>
Support community building activities that promote family support services.	Educate families about resources available.	July 2009 On-going	Coordinator/Task Group
Contract with a liaison in both Teller and Park to recruit new providers and childcare provider network.	Provide support services through the licensing process. Create a network among providers. Do public relations to attract more childcare providers.	September 2009 On-going	Coordinator/Council
Review feasibility of community-based transportation such as between license care and preschool.	Have a plan to address issue, if necessary.	May 2010	Task Group
Locate resources for child care providers serving or willing to serve children with special needs.	Create a document of resources available.	July 2010	Task Group/Coordinator
Provide support system for child care providers that accept CCAP and at-risk children.	Create list of ideas and incentives.	July 2010	Coordinator
Investigate what can be done to increase CCAP reimbursement rates and stipends at the local level.	Research and prepare document of recommendations.	July 2010	Task Group

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TASK GROUP: PROGRAM QUALITY

Goal Six: Program Quality: To improve the quality of childcare in the community.

Strategy 6A: Increase the quality of childcare.

6A1: Provide funding for child care providers and preschools to get Qualistar rated.

<u>Activities</u>	<u>Outputs/Outcomes</u>	<u>Target Date</u>	<u>Person Responsible</u>
Provide funding for child care providers and preschools to get	Have 4 newly rated or renewed rated classrooms including	By June 2010 Yearly	Child Care Innovations/Child Care Connections/Coordinator

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Qualistar rated.	coaching.		
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-Funding R&R's/DSS/DHS