

Douglas County Early Childhood Council (DCECC)

Strategic Plan 2020-2023

DOUGLAS COUNTY EARLY CHILDHOOD COUNCIL (DCECC)
End of Year Reporting

VISION: Every child has the foundation to reach for the stars!

MISSION: Foster and promote a comprehensive, high quality, and responsive system of early childhood services and supports for families with children, prenatal to age eight.

ORGANIZATIONAL SUMMARY

The Douglas County Early Childhood Council (DCECC) was formally organized in June 2007 with federal funding administered by the Colorado Department of Human Services and the Colorado Department of Education. The DCECC Director was hired in March 2008. The current total population of Douglas County is 328,632 with an early childhood population of 18,046 (0-5 years) [2019 KidsCount]. There are currently 229 early learning facilities in Douglas County, with a 51% engagement rate to date in the Colorado Shines Quality Rating Improvement System [SalesForce 2020]. DCECC's strategic plan was written in alignment with the Early Childhood Colorado Framework to improve the accessibility, quality, and equity of early childhood services for children, prenatal to eight years old, and their families in Douglas County in the areas of: Family Support & Education; Health & Well-Being; and Learning & Development. Given the unique and potentially misleading economic identity of Douglas County, DCECC represents the county in statewide efforts to strengthen the system of early childhood. DCECC convenes early childhood partner organizations and local community stakeholders to identify issues related to Douglas County families with young children and to work collaboratively together to improve the quality of care and services and to promote positive well-being outcomes for families with young children.

Douglas County Early Childhood Council (DCECC) FY2020-23 Strategic Plan

Goal 1: Douglas County has a stable and highly qualified early childhood education workforce that supports school readiness of young children entering Kindergarten.

Goal 1. Strategy 1: Increase the number and percentage of high quality environments that support the care, early development, and school readiness of young children.

Activities/Steps	Timeline	Who	Progress indicators	Final Report
Provide outreach and support to licensed early care & learning (ECE) sites to increase engagement in CO Shines QRIS to a minimum 60% (Level 2+).	July 2020 - June 2023	DCECC Director QI Navs/QI Coaches CCR&R Licensing Reps. EQIT Instructors	SUGAR CRM Reports/SalesForce Monthly invoices from coaches and trainers Engagement % of QRIS rated sites	There are 227 programs for children ages 0-5 109 or 48% at level 1 118 or 52% at level 2+ We will need to continue to expand the number of programs participating in CO Shines
Provide consistent coaching and QI funding to approved eligible CSQI sites.	July 2020 - June 2023	DCECC Director QI Navs/QI Coaches	SUGAR CRM Reports/SalesForce Signed MOU's # Direct CSQI coaching hours # Indirect CSQI navigation hours	Completed - Provided 2245 hours of QRIS coaching to over 70 programs
Track program participation rates and QRIS rating levels and integrate data into outreach strategies; align with data/recommendations from forthcoming state efforts as relevant in Douglas County	July 2020 - June 2023	DCECC Director QI Navs/QI Coaches	SUGAR CRM Reports/SalesForce % of licensed providers attaining a level 3-5 in Colorado Shines	30% of programs are at level 3+ We can clearly do better.

<p>Promote CO Shines Quality Rating & Improvement System (QRIS) and Early Learning Development Guidelines (ELDG) at least once a month. (School Readiness)</p>	<p>July 2020 - June 2023</p>	<p>DCECC Director Executive Committee Community Stakeholders</p>	<p>DCECC Website links/Facebook Likes/Following # of Provider trainings Journey to Kindergarten (J2K) brochures distributed to providers</p>	<p>Completed - QRIS = promoted by each coach during every site visit/78 social media hits J2K = 16 social media promotions, please note that brochures are now fully downloadable online and are no longer printed by DCECC for distribution ELDG = 30 social media promotions/0 provider training Individual page hit data not available for first year of newly launched website, data will be available at the end of FY 24</p>
<p>Explore and implement strategies to maintain and/or increase the number of family child care homes.</p>	<p>July 2020 - June 2023</p>	<p>DCECC Director Executive Committee DCCCA CCR&R Licensing Reps. QRIS Specialist</p>	<p>2020 Workforce Survey/Report reviewed</p>	<p>Completed - Partnered with Triad to provide support for FCCH. Taught a pre-licensing class.</p>
<p>Review data and recommendations from forthcoming infant/toddler and family child care home report (SB63) and align suggested strategies to those relevant in Douglas County.</p>	<p>July 2020 - June 2023</p>	<p>DCECC Director Executive Committee Colorado Children's Campaign Early Childhood Councils ECLC PQA Subcommittee</p>	<p>SB63 Recommendations are reviewed</p>	<p>Completed - The report calls for increased support for FCCH. The director took the BAS class to learn more about effective FCCHs. Will continue to partner with Triad to increase FCCH in Douglas County.</p>

Goal 1. Strategy 2: Increase the number of highly qualified professionals in the field and assist to decrease turnover in early care & education positions.

Activities/Steps	Timeline	Who	Progress indicators	Final Report
Promote engagement in Colorado Shines QRIS, PDIS, CSQI and EQIT to licensed providers.	July 2020-June 2023	QI Navs/Coaches DCECC Director EQIT Trainers CCR&R Licensing Reps	Monthly invoices Total # of licensed DC providers Rating levels of licensed DC providers Renewal ratings of licensed DC providers	Completed - total number of QRIS coaching hours provided to DCECC childcare providers = 2249.72 Total number of EQIT coaching hours provided = 344.5
Promote on-site early childhood trainings and online trainings; house ECE training information on website and Facebook page.	July 2020-June 2023	DCECC Director Webmaster Facebook Contractor DP Outreach	Website hits Facebook Likes # of attendees Evaluation outcomes	Completed - Individual page hit data not available for first year of newly launched website, data will be available at the end of FY 24 Facebook likes training content = 29 Provided 4 virtual information sessions about UPK - 2 for providers and 2 for parents
Explore the concept of peer learning (i.e. director roundtable and/or mentorship programs among early learning providers)	July 2020-June 2023	DCECC Executive Committee EC Councils; CCR&R QI Coaches ACC Early Childhood Faculty	Determine interest in director and/or provider roundtables Meeting schedule/minutes	Completed - Implemented Director's Lunch Bunch - Monthly virtual meetings to discuss topics of interest - began in March 2023 - average attendance is 5 directors
Offer four Expanding Quality for Infant Toddler Care (EQIT) courses per year.	July 2020-June 2023	DCECC Director (aka EQIT Team Coordinator) EQIT Trainers EQIT RELATE coaches	EQIT Registration forms Monthly Data & Reporting EQIT quarterly coaching report Graduation Certificate Requests	Completed - 4 courses this fiscal year. Total number of students = 77, total number of coaching hours = 344.50

Develop and conduct survey to early care providers to learn about workforce needs/concerns in Douglas County such as job satisfaction, retention and qualifications.	July 2020-June 2023	QI navs/coaches EQIT Trainers CCR&R CDHS Licensing Reps DCECC Director	# of surveys returned Analysis of survey answers	Not completed - new director did not have the capacity to manage this action step
Explore, identify and implement strategies to reduce provider turnover as it relates to Douglas County.	July 2020-June 2023	DCECC Executive Committee QI Coaches CDHS QRIS Specialist ECLC PQA Subcommittee ECCLA/EC Councils CCR&R	Meeting minutes Implementation of project ideas % of turnover rates at beginning of fiscal year and end of fiscal year	Not completed - new director did not have the capacity to manage this action step
Distribute referral guidelines brochure: <i>“Observe, Connect, Collect, Share to Support Child Development”</i> at Module 14 of EQIT.	July 2020-June 2023	DCECC Director EQIT Trainers TCHD	EQIT Monthly Data & Reporting	Completed - at the end of each EQIT course. Total Number = 77
Provide reflective supervision to QI coaches and EQIT coaches.	July 2020-June 2023	QI Coaches EQIT Coach	Monthly Invoices	Completed - 4 hours of reflective supervision provided FY 23 per coach, 5 coaches (4 hours) = 20 hours of reflective supervision
If grant funding is available, establish scholarship project with area community colleges.	July 2020-June 2023	DCECC Director Scholarship Contractor QI Coach Community College Faculty	# of scholarships awarded Funds awarded	No longer available for past 2 fiscal years.

Goal 1. Strategy 3: Increase the percentage of communities with access to slots for Colorado Child Care Assistance (CCCAP) subsidies in high quality programs (L3-5). (School Readiness)

Activities/Steps	Timeline	Who	Progress indicators	Final Report
Strengthen DCECC partnership with the DC Dept. of Human Services to increase awareness and understanding of the Colorado Child Care Assistance (CCCAP) Program.	July 2020-June 2023	DCECC Director CCCAP Director DCECC Executive Committee	DCECC Executive Committee Minutes Number and % of licensed CCCAP providers in DC at beginning of fiscal year and at end of fiscal year	176 providers accept CCCAP funding Awareness is increasing with the advent of UPK as more providers are looking for ways to support the financial needs of families
Increase the number of signed CCCAP fiscal agreements with licensed QRIS (L2+) facilities.	July 2020-June 2023	QI Navs/Coaches CCCAP Director	CSTAT Data: % of eligible children who were able to participate in CCCAP in Douglas County % of children in low income homes able to participate in CCCAP # of CCCAP families on waitlist # of child care slots broken out by age and region	As of 8/2/23 149 programs have signed fiscal agreements 19 of these programs are unrated school age programs 45 or 34% are rated 1 86 or 66% are rated 2+
Provide trainings about CCCAP program to ECE facilities	July 2020-June 2023	QI Coach CCCAP Director	# of trainings Evaluation Forms	Not completed - new director did not have the capacity to manage this action step
Increase the number and percentage of children receiving child care subsidy being served in a high-quality program.	July 2020-June 2023	CCCAP Director/DHS Leadership QI Coaches DCECC Director DCECC Executive Committee Early Learning Sites	Number and/or % of young children being served in high quality programs (L3-5) from beginning of fiscal year to end of fiscal year	A total of 101 children have benefitted from CCCAP funding

Goal 2: Families with young children have practical knowledge about available resources and services that support school readiness and promote optimal health and well-being.

Goal 2. Strategy 1: Research, select, and implement family engagement strategies with the support of family representation.

Activities/Steps	Timeline	Who	Progress indicators	Final Report
Identify family leadership representatives and develop Family Leadership Subcommittee	July 2020-June 2023	Family Leadership Subcommittee DCECC Director DCECC Executive Committee	Contact information of family representatives	<ul style="list-style-type: none"> Established parenting sub-committee Surveyed families as to training needs and wants Solicited teachers for classes to support family needs Developed calendar of parent classes to begin in fall of 2023 <p>This goal was modified due to the change in leadership. Will continue to have a focus on parent learning, involvement and development in next strategic plan.</p>
Identify and encourage family centered principles	July 2020-June 2023	Family Leadership Subcommittee DCECC Director DCECC Executive Committee	Written plan to use family centered principles	
Utilize strategies within ECLC parent engagement communication plan	July 2020-June 2023	Family Leadership Subcommittee DCECC Director DCECC Executive Committee		
Explore a variety of family engagement frameworks to create a Douglas County family engagement plan.	July 2020-June 2023	Family Leadership Subcommittee DCECC Director DCECC Executive Committee	Douglas County Family Engagement Plan	
Serve as the active Colorado Preschool Program (CPP) Advisory Council	July 2020-June 2023	DCECC Executive Committee CPP Advisory Board DCSD	Parent reps conduct assessments # of CPP slots filled	

Market Bright by Text texting platform to message to Douglas County parents and caregivers	July 2020-June 2023	Family Leadership Subcommittee DCECC Director DCECC Executive Committee DCECC Facebook Contractor Webmaster	# of website hits # of Facebook likes/shares	We have not promoted this during FY 23
--	---------------------	---	---	--

Goal 2. Strategy 2: Support and inform community efforts that impact the health, oral health, and mental health outcomes of families and young children.

Activities/Steps	Timeline	Who	Progress indicators	Final Report
Offer a “Parents Start Here” button to help connect parents to resources and to help navigate DCECC resource website.	July 2020-June 2023	DCECC Director/Assistant DCECC Executive Committee Webmaster	DCECC Website hits/visits	Completed - website was completely redesigned and launched in June of 2022. We received 10,310 unique visitors to our website over the 12 month period. Individual website statistics for each page have been set up and will be able to reported on at the end of FY24.
Provide resource information and social media messaging to increase awareness about social emotional development and access to mental health supports & services.	July 2020-June 2023	DCECC Director AllHealth Network Mental Health Colorado DCSD	DCECC Website to include ELDG section DCECC Facebook page Quarterly Trainings	Completed - website has ELDG section. Training is advertised via all social media sources.
Assess data to assure that the system of developmental screening and referral is coordinated and working for families.	July 2020-June 2023	DCECC Director Douglas County Health Alliance Prevention Subcommittee Tri-County Health Dept.		Completed - partner with Developmental Pathways and DCSD to promote developmental screening

Leverage resources/supports to promote perinatal depression & anxiety screenings during the first year of well-baby visits.	July 2020-June 2023	Perinatal Action Network DCECC Director Tri-County Health Dept.	DCECC Website w/perinatal depression link DCECC Facebook page	Completed - Partner with YANA and All Health to promote support of perinatal and postnatal mental health needs
Explore funding and/or leveraging partner opportunities to offer Nurturing Parent Program (NPP) and/or other parent education courses.	July 2020-June 2023	DCECC Director DCSD Parent University NPP Trainers Parents as Teachers	NPP course dates # of parents # of children	Not completed - new director did not have the capacity to manage this action step
Monitor for opportunities to support existing stigma campaigns and promote social media messages debunking negative mental health stigma.	July 2020-June 2023	DCECC Director Douglas County Health Alliance HB1451 CMP	# of and type of community meetings DCECC Website links DCECC Facebook page posts/likes	Not completed- new director did not have the capacity to manage this action step
Promote and support healthy nutrition and physical activity practices for families with young children and the early learning community.	July 2020-June 2023	DCECC Director DCECC Executive Committee Tri-County Health Dept.	DCECC website links DCECC Facebook posts/likes	Completed - quarterly facebook posts
Leverage resources/supports to promote good oral health to families with young children.	July 2020-June 2023	DCECC Executive Committee DentaQuest	Increased # of oral screenings	Not completed- new director did not have the capacity to manage this action step

Goal 2. Strategy 3: Engage with families to support their child’s school readiness and future success.

Activities/Steps	Timeline	Who	Progress Indicators	Final Report
Partner with Douglas County Libraries (DCL) on their OneBook4Colorado event to promote early literacy and school readiness by handing out the Journey to Kindergarten (J2K) brochure with a free book.	July 2020 – June 2023	DCECC Director DCL Early Literacy Specialist	DCECC website links/Facebook posts/likes # of 4-yr. old children attending event	Completed - partner with DCL by sharing information about ALL of the programs the library has to support young children
Provide J2K school readiness resource brochures to families through available community outlets.	July 2020 – June 2023	DCECC Director DCL DCSD Preschools Early learning providers EQIT Trainers	# of brochures distributed Names of facilities of distribution	Individual page hit data not available for first year of newly launched website, data will be available at the end of FY 24
Offer training about Colorado Shines QRIS, Colorado Early Learning and Development Guidelines, and other school readiness resources	July 2020 – June 2023	DCECC Director QI Coach CCR&R CDHS QRIS Specialist Licensing Specialists	CO Shines “What is High Quality Care” training for parents Evaluations DCECC website “Event” section and ELDG section # of DCECC Facebook posts/likes	Completed - Coaches reach out to programs with information about Colorado Shines
Offer training about transition from preschool to Kindergarten and connect parents to school readiness resources.	July 2020 – June 2023	DCECC Director DCSD Staff	# of attendees Evaluation results	We hosted 2 community trainings on this topic during FY 2023, I believe that DCSD routinely provides these information sessions
Promote free DCSD Child Find Community Developmental Screening events for children 3-5 years.	July 2020 – June 2023	DCECC Director DCECC Webmaster DCECC Facebook Contractor	Website hits Facebook likes/sharing #/ages of children attending	Completed - sent flyers about each of the DCSD Child Find events to all providers Facebook likes/shares = 8

Goal 3: Strengthen and sustain the work of the Douglas County Early Childhood Council through funding opportunities, collaborative partnerships, and community engagement.

Goal 3. Strategy 1: Work across domains of health, mental health, early learning and family support to strengthen the early childhood system in Douglas County.

Activities/Steps	Timeline	Who	Progress Indicators	Final Report
Continue to be a voice of early childhood and prevention on collaborative workgroups.	July 2020–June 2023	DCECC Director DCECC Executive Committee Community Committees of: HB 1451 Collaborative Management Program (CMP), HB1451 Prevention Subcommittee; Perinatal Action Network, Douglas County Health Alliance & Health Alliance Steering Committee, Colorado Preschool Program Advisory Council, Catholic Charities Advisory Board, Early Childhood SubPac, and other key groups, as identified.	Increased awareness of the importance of early childhood and prevention during committee conversations/strategy sessions. DCECC website links Facebook posts/likes	Completed - Director established a working group comprised of many programs within Douglas County to share what work is being done, begin to identify gaps and eliminate redundancies. The group is called Advocates for Families and meets about every 6 weeks. The groups involved are: <ul style="list-style-type: none"> ● The Health Department ● Human Services ● Advocates for Children CASA ● The Family Center of Douglas County ● All Health ● The Backpack Society ● Developmental Pathways ● DCSD ● SECOR Cares
Explore the development of a public-facing marketing and communications plan.	July 2020–June 2023	DCECC Director DCECC Executive Committee Strategic Leadership Group	Increase public awareness of DCECC	Not Completed- new director did not have the capacity to manage this action step

Goal 3. Strategy 2: Increase sustainability and capacity of DCECC to meet the needs of families with young children.

Activities/Steps	Timeline	Who	Progress Indicators	Final Report
Establish Strategic Leadership Group of the DCECC Executive Committee to conduct sustainability planning, inform strategic direction, and identify fiscal opportunities.	July 2020 – June 2023	DCECC Director Executive Committee Strategic Leadership Group	Sustainability Plan Increase capacity for DCECC to meet needs in Douglas County.	The DCECC executive committee did some work on this strategy this year. Due to the change in leadership, did not get as far as desired
Secure funding to support ongoing work of DCECC.	July 2020 – June 2023	DCECC Director Executive Committee	Grant opportunities secured Individual giving secured	Ongoing
Explore fee for service opportunities.	July 2020 – June 2023	DCECC Director Executive Committee	Increased sustainability of DCECC.	EQIT, Pre-licensing courses, Pyramid

Goal 3. Strategy 3: Write an annual comprehensive evaluation report of ongoing progress and/or slippage based on the strategic plan outcomes.

Activities/Steps	Timeline	Who	Progress Indicators	Final Report
Work with a data/evaluation contractor to develop a DCECC evaluation plan.	March 2020 – June 2023	DCECC Director DCECC Executive Committee Evaluation Contractor	DCECC Evaluation Plan	Completed 2022 Annual Report 2023 Annual Report to be completed using the identified data by 9/30/23
Determine data points to evaluate progress, slippage, barriers, new opportunities.	March 2020 – May 2023	DCECC Director DCECC Executive Committee Evaluation Contractor	DCECC Evaluation Plan	Completed 2022 Annual Report 2023 Annual Report to be completed using the identified data by 9/30/23
Analyze data to create an annual evaluation report to OEC and shared with DCECC membership via the website.	March 2020 – July 2023	DCECC Director Evaluation Contractor DCECC Executive Committee	DCECC Evaluation Report DCECC Website	Completed 2022 Annual Report 2023 Annual Report to be completed using the identified data by 9/30/23