



Annual Work Plan for Early Learning Hubs:

Plan Period: January 1, 2016 – December 31, 2016

Early Learning Hub Name: Lane Early Learning Alliance

Outcome #1: Children are Ready for Kindergarten.						
<u>Strategic Plan</u>						
Goal 1: Children experience quality early learning and literacy development.						
<u>Objective:</u>						
<ul style="list-style-type: none"> • Develop a community supply of 3-star, 4-star and 5-star quality rated early learning programs in partnership with Quality Rating and Improvement System efforts. • Increase the number of child care providers who participate in Community Child Care Networks. • Increase access to early literacy materials, activities and opportunities through Family Resource Centers, child care providers, and agency partners. 						
<u>Key Metrics This Will Move:</u>						
<ul style="list-style-type: none"> • Increase the number of children from Early Head Start, Head Start, OPK, Relief Nurseries, Healthy Families Oregon and/or other waiting lists served by a Hub partner program. • Data demonstrates increase in services to children and families from identified priority populations by 5%. • Increase in number of 3, 4, and 5-star QRIS providers serving children from "hot spots" and communities of color by 50%. • Increase in number of children in "hot spots" and communities of color served by 3, 4, and 5-star QRIS providers by 150%. 						
Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
1.A.1	Implement Focused Child Care Network of Western Lane County and "hot spots" through active recruitment and one-on-one relationship building meetings	December 2017	QI Position: Terri Hansen	Family Connections of Lane and Douglas Counties, Equity Alliance	Grant funding from ELD and UWLC, Family Connections' database, QI position	Number of participants to date: RF Provider (5), CF Provider (1), CC Provider (7)



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1.A.2	Plan and coordinate Summer Reading Spots program to provide early literacy activities and materials to children	August 2016	AmeriCorps VISTA	FOOD for Lane County, Public Libraries, School Districts	Book and cash donations, small grant opportunities, VISTA facilitation, community volunteers	
1.A.3	Increase access to literacy materials and coordination of programs including Free Little Libraries and Eating and Reading Program	May 2016	AmeriCorps VISTA	Food Pantries, Agencies, Willamette HS, Representative Nancy Nathanson, Business Community	Book and cash donations, VISTA facilitation	
1.A.4	Conduct self-assessment process with network of Lane County Family Resource Centers to strengthen the model, create alignment between FRCs and school districts, and provide the following services for families with young children. <ul style="list-style-type: none"> ● Raising A Reader ● Every Child Ready to Read ● Evidence based parenting 	January 2016	Taylor Ludtke, Gloria Griffith	Family Resource Centers, School Districts	Family Support Service funds, OPEC funds	Self-Assessment is due November 13, 2015 and final work plans and budgets are due December 15 th , 2015. Funds will be allocated January 1, 2015.



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	<p>education programs</p> <ul style="list-style-type: none"> • Kids In Transition to School participant recruitment • Kindergarten readiness activities • STEM activities 					
1.A.5	Raising A Reader: Provide staff support and supplemental RAR materials to network of Family Resource Centers in order to sustain the program.	Ongoing	Taylor Ludtke	Lane Community College/Family Connections, Family Resource Centers, School Districts	OPEC and ELA funds, RAR grants	Ongoing
1.A.6	Campaign for Vroom by giving partner agencies Vroom materials and marketing Vroom through various channels such as LaneKids social media.	August 2016	Taylor Ludtke	Early Learning Alliance Stakeholder agencies, Family Resource Centers, LaneKids partner agencies, Vroom	Early Learning Division, Department of Ed funds	Ongoing until August 2016.

Outcome #1: Children are Ready for Kindergarten.

Strategic Plan:

Goal 2: Families have the tools and support to ensure children's healthy development and success in school.



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Objective:

- Blend and leverage funds from Trillium, LaneKids and Early Learning Hub to invest in evidence-based, culturally appropriate parenting education programming, with a focus on underserved populations and rural communities.
- Develop processes to better understand the needs and interests of underserved families; develop methods to improve access to and relevance of programming and services; develop systems and structures to improve representation and reflection of the whole community.
- Use the LaneKids website and social media as tools to disseminate concrete, best practice information and tips to families of young children to promote the importance of early childhood development.

Key Metrics This Will Move:

- Increase by 25% the number of parents who report attending parenting education opportunities, as measured by the LaneKids Parent Survey.

Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
2.A.1	Provide training in evidence-based parenting education programs (Nurturing Parenting, Make Parenting A Pleasure, Incredible Years)	June 30, 2016	Taylor Ludtke	Lane County, Trillium, agency providers, Family Resource Center staff, program developers	Trillium/Lane County funds	The first training session has been scheduled for February 23-25, 2015. The dates of the other two trainings are TBD.
2.A.2	Evidence based parenting education programs: LaneKids will conduct an RFP process to continue funding parenting education series in FRCs as well as other organizations throughout	January, 2016	Taylor Ludtke	Community based parenting education partner agencies	OPEC, Lane County/Trillium, and ELA funds	The RFP will go live in December, 2015 and the process will go through January, 2016.



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	Lane County.					
2.A.3	Implement Triple P (Positive Parenting Program) – universal communications campaign, online access to evidence-based parenting education program through LaneKids portal, physician training and support	June 30, 2016	Lindsey Hayward, Taylor Ludtke	Oregon Research Institute, Parenting Now!, Lane County/Trillium, Pediatric Advisory Group, 100% Health coalition, Turrell Group, Triple P America, agency providers	Trillium/Lane County funds, OPEC funds, LaneKids website, Triple P materials and resources	The Triple P portal on the LaneKids website will be available January 1, 2015.
2.A.4	Maintain LaneKids website and social media outlets (Facebook, Twitter, Pinterest, Instagram)	Ongoing	Taylor Ludtke	Turrell Group, agency partners	OPEC funds	Ongoing
2.A.5	Administer the OPEC parent survey at early learning settings and elementary schools in Lane County and analyze results to help direct LaneKids strategies and parent supports.	March 2016	Taylor Ludtke	School Districts, OPEC, Family Resource Centers	OPEC parent survey, OPEC funds	This process will start in January 2016.



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Outcome #1: Children are Ready for Kindergarten.

Strategic Plan:

Goal 3: Connect and align early learning programs, elementary schools and families in support of children's kindergarten readiness.

Objective:

- Establish a baseline of the early learning experiences of children entering kindergarten. Partner with early childhood and K-12 partners to align early childhood curriculum and professional development opportunities.
- Develop a universal kindergarten transition process including early childhood partners, early elementary and families of young children.
- Increase the number of children and families participating in the Kids In Transition to School (KITS) program.
- Strengthen and support network of school-based Family Resource Centers as a connection between families, schools and providers.

Key Metrics This Will Move:

- The hub has demonstrated shared activities among early learning providers, families, and K-3 partners.
- Increase in percentage of children in Kindergarten with consistent school attendance by demographic group.
- Decrease in disparities in percentage of Kindergarten children of color and from low-income families with consistent school attendance.
- Increase in percentage of children enrolled in kindergarten before start of school year.
- Increase in Kindergarten Assessment scores in each domain by demographic group
- Increase in percentage of children in third grade who are reading at grade-level by demographic group.

Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
3.A.1	Work with Lane County superintendents, Equity Advisors, and P-3 Alignment partners to develop, distribute, and analyze	January 2016	Judy Newman, Anetra	P-3 Alignment Work Group, Equity Advisors, school district	Translation services to offer the survey in multiple languages	Survey completed and distributed in September 2015



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	results from a Kindergarten Parent Survey		Brown	superintendents		
3.A.2	Identify a few activities for the 2016-17 Kindergarten Transition process, based on Kindergarten Transition Focus Groups	Ongoing through September 2016	Judy Newman, Anetra Brown	P-3 Alignment Work Group, early learning providers, school districts	ELA and School District Funds	
3.A.3	Coordinate and centralize shared curriculum and professional development opportunities between early learning providers and school district teachers through the Early Learning Alliance website: <ul style="list-style-type: none"> • Research and share information about existing trainings in each district • Plan and implement priority trainings in collaboration with early learning providers and districts 	Ongoing	Judy Newman, Anetra Brown	P-3 Alignment Work Group, early learning providers, school districts	Website support from Verve North West	
3.A.4	Train school districts recipients and align activities with the Social Innovation Fund (SIF) Grant to implement the Kids In Transition to School (KITS) Program, expanding the program across	Ongoing; First year KITS program completed October	Michelle Sheng-Palmisano	Oregon Social Learning Center and School Districts	Non-Federal, unrestricted new dollars to meet the match requirement of the Social Innovation Fund	RFP due November 20, 2015 Awards announced January 2016



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3.A.5	Explore implementation of evidence based Kindergarten Transition programs including READY4K and Parent Teacher Home Visiting Project	Ongoing through September 2016	Judy Newman, Anetra Brown	READY4K Stanford Research Pilot Site	School District support- staffing and material distribution	Informational session held with partners on October 8, 2015
3.A.6	Facilitate monthly meetings and ongoing staffing support for local network of Family Resource Centers to strengthen their relationships with their districts and become recruitment tools for the KITS program.	Ongoing	Taylor Ludtke, Judy Newman	Family Resource Centers, School Districts, SIF	Staff time, Family Support Service funds	Ongoing

Outcome #2: Families are Stable and Attached

Strategic Plan:

Goal 4: Children receive at least one developmental screen prior to school entry and are connected to appropriate services.

Objective:

- Develop agreements, procedures and a database to track developmental screening and standard referral process across medical home, agencies and childcare providers to increase claims based screening rates and decrease duplication.
- Develop common family risk screening and assessment tools, referral processes and data collection processes for use by home visiting programs.
- Promote a "no wrong door" culturally responsive system for access to resources that utilizes and builds upon 211info and 211 Family Info. Ensure comprehensive, up-to-date, accessible information is included in 211info for use by community health navigators, home visitors, family resource managers, other professionals and families.
- Invest in annual Screening Tools and Referral Training (START) specifically targeted to family medicine providers to ensure Primary



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Care Patient-Centered Homes are equipped to implement developmental screenings and connection to appropriate services at well-child checks.

Key Metrics This Will Move:

- Increase by 3% (47% total) the number of children under age 3 who receive general developmental screening.

Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
4.A.1	Through coordination with ASQ Oregon, develop a HIPAA compliance database to connect community based screenings to children’s primary care providers In the meantime, develop a system partnering with early learning providers to encourage parents bring screenings to well child visits	December 31, 2016	Lindsey Hayward, Judy Newman	ASQ Oregon, Child Care Providers, 100% Health, Pediatric Advisory Committee, OHA, Trillium CCO, LaneKids	ASQ Oregon Secure Information Exchange, Established process and communication around encouraging screenings are delivered to providers	
4.A.2	Develop common family risk screening and assessment tools, referrals, and data collection	June 2016	Judy Newman	Home Visiting Innovation Team		
4.A.3	Work with 211 staff to help coordinate regular 211 trainings for family resource navigators.	Ongoing	Judy Newman, Anetra Brown	211 staff, Family Resource Navigation Innovation Team	211 materials	



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4.A.4	Create a localized resource page with information from community based resources and 211 on the LaneKids website	January 2016	Taylor Ludtke	Turrell Group, Parenting Now!, White Bird Help Book, 211 staff	Website development	
4.A.5	Invest in START trainings (including ACES) focused on family medicine providers and rural areas, including additional opportunities to present about community based resources.	November 2016	Lindsey Hayward	Pediatric Advisory Committee, Trillium CCO, OPS	PacificSource grant funding for training, CCO provided data on providers with low screening rates	
4.A.6	Continue working with Trillium CCO and PacificSource to track claims data and improvement targets for specific providers and develop strategies for targeted populations.	Ongoing	Lindsey Hayward	Trillium CCO, PacificSource, Pediatric Advisory Committee, Equity Advisors	CCO and PacificSource Data	

Outcome #2: Families are Stable and Attached

Strategic Plan Goal:

Goal 5: Children have a stable, healthy care giver and home environment.

Objective:

- Partner with DHS to implement Differential Response.
- Partner with DHS to scale the Promise Neighborhoods Case Workers pilot to ensure children of families receiving assistance through



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Temporary Assistance for Needy Families (TANF) have access to quality early learning programs in their neighborhood.

Key Metrics This Will Move:

- Increase in percentage of children in Employment Related Day Care (ERDC) in a 3, 4, or 5-star QRIS program by 50%.
- Increase in the number of children and families served by DHS who are receiving early learning, parenting education or family support services.
- Decrease rates of child maltreatment.

Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
5.A.1	Partner with DHS to identify strategies and goals for Differential Response investments <ul style="list-style-type: none"> • ELA staff attend DHS District 5 Advisory Committee Meetings • DHS staff attend ELA Meetings (Governance, Stakeholders, Home Visiting, FRN IN) 	Ongoing	Judy Newman and John Radich	DHS, early learning providers/ agencies, 211/resource management, FRN IT	TDB	
5.A.2	TANF Partnership (addressed at monthly DHS District 5 Advisory Meetings): <ul style="list-style-type: none"> • Partner with DHS to analyze data from existing TANF project • Identify areas and opportunities for expansion; determine 	Ongoing	Judy Newman and John Radich	DHS, early learning providers/ agencies, 211/resource management, FRN IT.	TDB	



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	<p>resources needed; refine and adopt standard data collection points and procedures</p> <ul style="list-style-type: none"> • Incorporate into efforts of the Family Resource Navigation Innovation Team • Provide training and support in local resources to DHS staff 					
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Outcome #2: Families are Stable and Attached					
<u>Strategic Plan Goal:</u>					
Goal 6: Children have a medical home and access medical care.					
<u>Objective:</u>					
<ul style="list-style-type: none"> • Work across health, education, and early learning providers to ensure children and families without health insurance are connected to a health plan and have support to access care. • Partner with the CCO and health partners to understand data on children's utilization of their PCPCH and enact strategies to encourage families to make regular well-child visits and improve physical well-being. • Align outreach, communications, and community resource information with the home visiting system. 					
<u>Key Metrics This Will Move:</u>					
<ul style="list-style-type: none"> • Increase by 3% (50% total) the number of children on OHP who make it to 6 or more well-child visits by 15 months of age. 					
Key Activities	Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date



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6.A.1	Work with Trillium CCO to understand specifics of billing data and barriers for children being assigned to a primary care provider and making visits. Then identify strategies to overcome barriers.	February 2016	Lindsey Hayward	Trillium CCO	CCO Data (specifically assigned provider patients not making visits), follow-up calls/email reminders	
6.A.2	Partner with early learning providers to encourage families to attend well-child visits, including spreading awareness about Text4Baby.	December 2016	Lindsey Hayward	Early Learning Stakeholders, Parents, Pediatric Advisory Committee, LaneKids	Text4Baby, LaneKids blogs/social media, well-child visit incentives (i.e. Children's Savings Accounts)	
6.A.5	Learn about what activities are currently happening related to obesity in Lane County working in partnership with the CHIP Obesity Workgroup. Analyze research on preschool obesity and partner with early learning settings to expand evidence-based prevention programs.	Ongoing	Lindsey Hayward	Pediatric Advisory Group. Lane County Prevention Team Early Learning Stakeholders, Willamalane, Eugene Park and Rec, UO Healthy Balance	UO Healthy Balance Preschool Obesity Prevention Program. Marketing and media materials.	
6.A.4	Develop common strategies with Home Visiting Innovation Team, including distribution of communications materials.	July 2016	Lindsey Hayward, Judy Newman	Home Visiting Innovation Team, Healthy Families, Pediatric Advisory	Materials and Resources, Text4Baby	Monthly meetings of Home Visitors and Pediatric Advisory Committee will inform



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				Committee, LaneKids		and develop a plan for implementation
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Outcome #3: Services are Coordinated and Effective

Strategic Plan:

Goal 7: Services for children and families are aligned and coordinated.

Goal 8: Performance is measured and data is used to learn, adjust and innovate.

Objective:

- Identify and convene all programs providing home visiting to review and update existing capacity and gaps analysis, develop MOUs and/or agreements to strengthen the local home visiting network through consistent data collection, service provision, professional development, and communication.
- Define a shared purpose and core skill set of a Family Resource Navigator and range of services for the continuum of care coordination. Assess current capacity for Family Resource Navigator functions; develop shared language; ensure all children and families in the early learning system have access to FRN support.
- Incorporate and align United Way's health, financial stability and basic needs strategies and investments.
- Increase protective factors and trauma informed care approaches across the early childhood provider system.
- Align affordable housing systems to better connect families to early learning resources and supports.
- Develop agreements, protocols and procedures and systems to track metrics across all programs for the Early Learning Alliance.
- Develop a data collection plan to ensure that the most accurate data is collected and used for decision making.

Key Metrics This Will Move:

- The hub has active participation of leaders from all five sectors within its governance structure.
- Memorandums of Understanding specify that each sector partner will share data regarding budgets, services provided, and the number of children served within the hub coverage area.



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<ul style="list-style-type: none"> • Memorandums of Understanding are in place with partners from all five sectors and specify shared outcomes and activities. • The hub utilizes mechanisms to share funding and blend/braid resources actively. • The hub demonstrates that their operating administrative overhead is below 15% annually. 						
Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
7.A.1	Create a list of core competencies for individuals in the family resource navigation field and provide training opportunities that align.	March 2016	Judy Newman, Anetra Brown	Family Resource Navigation Innovation Team	FRN Survey Results	
7.A.2	Coordinate regular trainings for home visitors that align with Oregon's Core Competencies for the Home Visiting Workforce.	Ongoing	Judy Newman	Home Visiting Innovation Team	Support from MIECHV	
7.A.3	Work with partners to provide trauma informed care training and actively participate in the Systems of Care workgroups	Ongoing	Judy Newman	Home Visiting Innovation Team, Early Learning Partners, OFNS System of Care Executive Committee, Implementation and Provider Committees convened by the CCO	Support from MIECHV for trauma informed care training	<p>Training for 150 in November and will host follow-up training in January</p> <p>Representation currently on all of the System of CARE Committees and information flow between the initiatives.</p> <p>Approval of a proposal to the CCO</p>



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						for a collaborative classroom (EI/ECSE, Relief Nursery, DHS and Trillium) serving children with very challenging behaviors and social emotional issues to start in the winter.
7.A.4	Align early learning and affordable housing systems through a community health worker model and track outcomes to produce a replicable model	November 2016	Lindsey Hayward	Cornerstone Community Housing, HACSA	Meyer Memorial Trust Affordable Housing Systems Integration Grant, Data Tracking System	Grant will start January 1, 2016
7.A.5	Create MOU's for data sharing between agencies that are doing home visits to prevent duplication of services.	January 2016	Judy Newman	Partners from the Home Visiting Innovation Team	Data tracking system	
7.A.6	Align United Way's health, financial stability, education, and basic needs strategies and investments.	Ongoing	UW Leadership Team	100% Health, FSP Executive Leadership, UW Board	UW Campaign Funds and Grants	
7.A.7	Establish partnerships with Springfield Chamber of Commerce, then replicate model to Chambers across Lane County	Ongoing	Lindsey Hayward, Judy Newman	Business Community, John Stapleton		Springfield Chamber Board officially voted to endorsed ELA in November
7.A.8	Collect and analyze current data including but not limited to: demographics of funded programs, pre/post early literacy	Ongoing	Judy Newman	ELA Funded programs, Partners sharing data, Research Advisors	Data system	



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	measures, KITS, STEM, OPEC PSL; Consult research advisors to analyze and use data; and develop strategies to establish real time data systems					
7.A.9	Continue collaboration with Connected Lane County Database to identify and upload data sources	Ongoing	Judy Newman	Connected Lane County	Data system	

Outcome #3: Services are Coordinated and Effective						
<u>Strategic Plan:</u>						
Goal 9: Priorities, strategies, and effectiveness are measured through an equity stance or lens.						
<u>Objective:</u>						
<ul style="list-style-type: none"> Write and approve an equity statement for the Early Learning Alliance. Operationalize and implement an equity lens through a score card and tools created by the Equity Alliance and approved by the Governance Consortium. 						
<u>Key Metrics This Will Move:</u>						
<ul style="list-style-type: none"> Embedded into all key metrics. 						
Key Activities		Date to Complete	Person(s) Responsible	Critical Partners Needed	Resources Needed	Status with Date
8.A.1	Draft equity statement for the Early Learning Alliance, revise and refine with critical partners,	January 2016	Anetra Brown	Equity Advisors, ELA Governance Consortium and Stakeholders	Possibly TA from the state	



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	adopt			groups, CHIP Equity Coalition		
8.A.2	Develop and implement an equity score card and tools with funded partners utilizing the Tool for Organizational Assessment Related to Racial Equity	January-March 2016	Anetra Brown	Equity Advisors, ELA Governance Consortium, Stakeholders, and funded partners	TA from the state	
8.A.3	Research parent engagement models to help develop a localized parent engagement program for minority populations.	Ongoing	Anetra Brown	Equity Advisors		