TO: Hub Metrics Workgroup

FROM: David Mandell, ELD Policy & Research Director

DATE: September 1, 2015

RE: Role of Hub Metrics Workgroup in recommending incentive metrics to the ELC

OVERVIEW:

At their August 5th 2015 meeting, the Early Learning Council approved a funding formula for distributing legislatively allocated resources to the Early Learning Hubs. The motion approved by the Early Learning Council also instructed Early Learning Division staff to develop financial incentives tied to performance of Hubs in achieving Hub metrics. Five percent (5%) of the Early Learning Hubs funds for *Coordination, School Readiness,* and *Healthy, Stable & Attached Families* will be held back to support these incentive metrics.

ROLE OF THE HUB METRICS WORKGROUP

ELD staff is developing recommendations for the process by which incentive targets will be set, achievement validated and incentive funds released. The Hub Metrics Workgroup has been asked to develop criteria for selecting incentive metrics and to recommend, based on those criteria, which of the ELC approved Hub Metrics should be tied to these financial incentives. The Early Learning Council will need to formally adopt incentive metrics at its November meeting. This timeline requires the Hub Metrics Workgroup to identify preliminary principles at the September meeting and to identify recommended incentive metrics at a follow-up meeting in October.

PRINCIPLES FOR INCENTIVE METRICS

The Hub Metrics Workgroup had previously adopted the following set of principles to guide the adoption of metrics:

- Metrics should reflect the impact of Hubs across goals in a way that is focused, transformative, and clear about where the Hubs have true impact.
- Metrics should show a meaningful difference for children, families and the community.
- Metrics must reflect the necessity of collective action, fostering engagement from parents and Community Based Organizations, as well as the health, human services, K12, early education and the private sectors.

- Metrics should reflect the stages of development with a logical progression toward high level outcomes and goals.
- Metrics should reinforce a focus on reducing disparities for target populations.
- Metrics should support a strength based approach to the work.
- Metrics must have a data source that is readily accessible, reliable and valid.

In order to jumpstart the conversation at the September meeting, the Early Learning Council chair has asked staff to identify potential criteria for selecting incentive metrics, based on discussions of the Hub Metrics Workgroup to date. Below are some suggestions for that purpose:

- Reflect the highest priorities of the ELC and the Early Learning Hubs and the greatest opportunities to accelerate the work, as demonstrated by:
  - Target population of children and families that are measurably better off (demonstrable change in skills, circumstances, behaviors)
  - Measurable change(s) in involvement of health and/or K-12 leaders/systems
  - Measurable changes in cross-system integration and use of cross-system integration tools
- Reflect areas where Hubs can have a measurable impact during the contract period, and there are reliable and transparent data sources to document that impact
- Address all three of the goals connected to incentive funds that have been held back (*Coordination*, *School Readiness,* and *Healthy, Stable & Attached Families*)