

Goals	Stages of Development		
	Emerging (year 1; maybe year 2)	Sustaining (years 2-4)	Systemic Change (year 5)
Coordinated/aligned systems	A guided vision and common agenda for the population of kids that crosses the six sectors [Indicator: governance structure includes all six sectors and leadership from traditionally underrepresented communities]	Hub has leveraged partners to increase resources aligned with common agenda [Indicators: (a)demonstrated active participation from all six sectors; (b) partners self-identify how they are allocating resources differently]	Resources are allocated within and across partner to align with goals.
	Partners share data and information [Indicators: (a)baseline data on target populations has been identified & collected; (b) partners share program waiting lists]	Partners are making program and resource allocation decision based on shared data. [Indicators: (a) decreasing racial & ethnic disparities in access to services; (b) partners provide services to children on other programs' waiting lists]	
	Parent and family voice guides the work of the Hub [Indicator: process outcome for how family voice is being solicited & utilized ?]	"No wrong door" and family resource management functions guided by family voice [process indicators?]	Families experience the early childhood system as providing the supports they need and those supports are provided in a way that is respectful and easy to access.
Children ready for kindergarten	Increased supply of high quality EL programs [Indicator: (a) # of TQRIS programs; (b) # of focused family child care networks]	More children in high quality EL programs (formal & informal); more quality EL programs in high-needs communities [Indicator: # of children in TQRIS rated programs]	More children (across entire and each targeted population) are Kindergarten ready and thriving in school [Indicators: (a)Kindergarten Assessment; (b)3rd grade reading and math; K-3 chronic absenteeism rates]
	Hub uses grant resources to incentivize Kindergarten readiness & P-3 alignment(e.g., Early Literacy and Kindergarten Partnership Innovation grants) [Indicator: # of children who register for Kindergarten before the start of school]	P-3 alignment/support for families in transition to school [Indicator: # of children & families that experience smooth transitions]	
Stable and attached Families	Children and families with special needs identified earlier [Indicator: # of children who receive developmental screening]	Children & families with special needs receive services earlier [Indicator: # of children who successfully complete pathway from screening to referral]	
	Hub partners with CCOs to ensure children & families have access to needed health services [Indicator: ?]		
	Hub brings partners together to develop community-wide strategy for reducing abuse & neglect [Near-term process indicator --all partners adopt 2-generational lens?]		