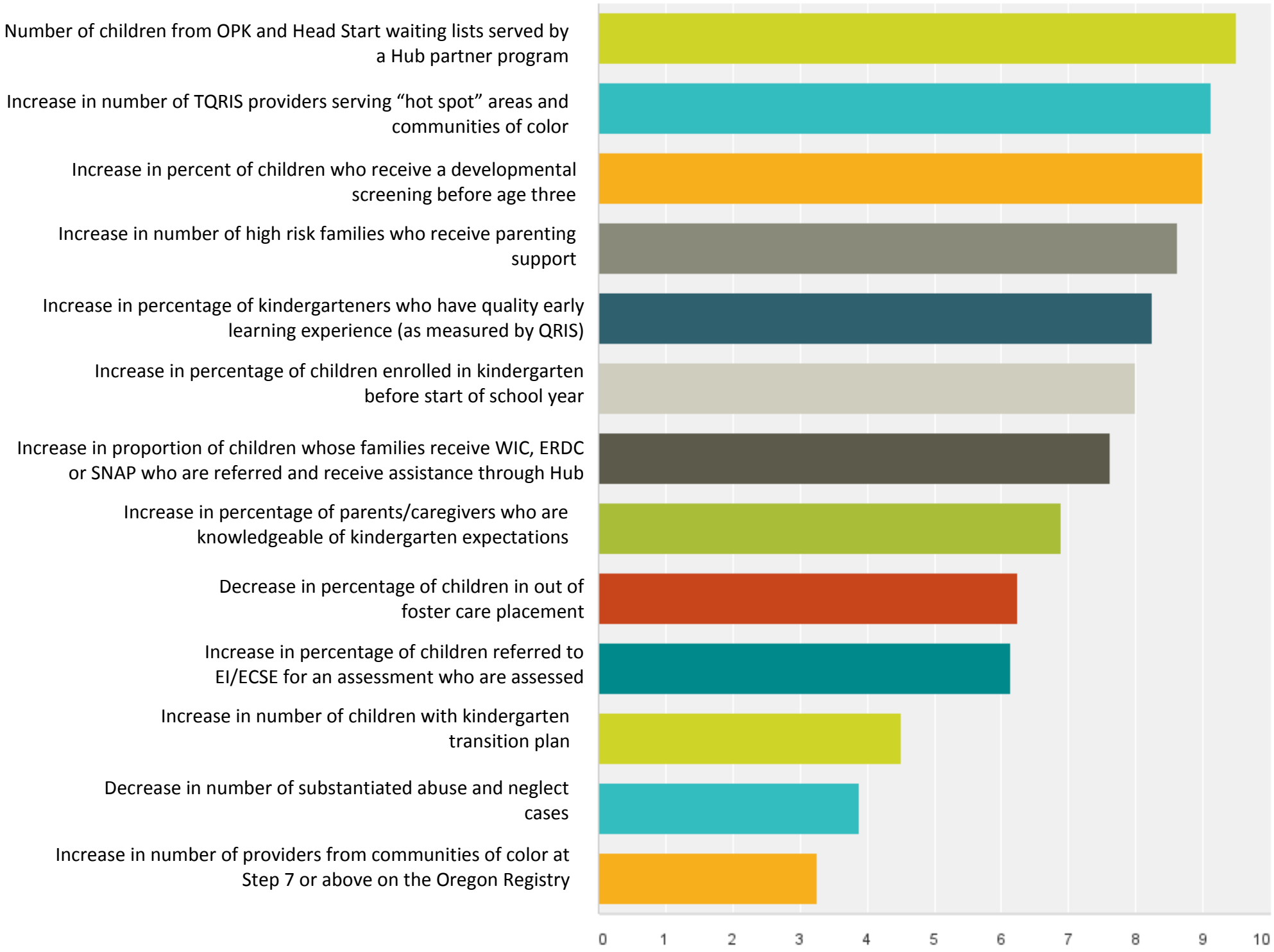
Incentive Metrics by Ranking



Rank	Incentive Metric	Comments
1.	Number of children from Oregon Prekindergarten and Head Start waiting lists served by a Hub partner program	Megan: We will need to work out how to share waiting lists. There's huge potential in partnerships between Hubs-Resource and Referral/child care and Head Start to serve these kids. Maybe the target is four year olds who are unlikely to ever get served to take away the "competition" resistance. Bobbie: Hub has some but limited control since OHSPk would have to share their list. Pam: I am more interested in increasing quality preschool experience, including (but not limited to) OPK/Head Start. Cade: waitlists from existing programs should be utilized to ensure that we are serving all available children to the best of the hub's ability.
2.	Increase in number of TQRIS providers serving “hot spot” areas and communities of color	Bobbie: I assume that Hub would have funds to support providers in targeted areas. I would change this from providers to slots as a single center opening in a hot spot means more access than does opening of a home-based facility. Pam: The most important part of this metric is "hot spots" and "communicates of color" Zeke: I think this could be a good one, but know there are concerns with using TQRIS as the only measure of quality.
3.	Increase in percent of children who receive a developmental screening before age three	Bobbie: this one is nice because it will be done collaboratively with CCO and early learning providers. Holly: The screening is important as long as kids are getting linked to services sooner. Could go beyond age 3. Zeke: Important, but question of what we use as data source. IS this just as reported in OHA data, or do we include developmental screenings that occur in other systems (Home Visitors/Head Start). Also seems like initial developmental indicator - further down the road question is less about screening and more about outcome of screening (although data source becocmes even more problematic in this case).
4.	Increase in number of high risk families who receive parenting support	Bobbie: i have some concern about Hub control but if they collaborate with Parenting Hubs and other partners this may be achievable. I have major concern about accurate measures of either the numerator or denominator. Zeke: Should this be "seek and receive"? What do we mean by parenting support - classes, financial assistance, early literacy tools? How would we measure?

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5.	Increase in percentage of incoming kindergarteners who have quality early learning experience (as measured by QRIS)	Bobbie: My concern is that we do not have enough rated programs to make this realistic. Nor do we have a measure of early learning experiences prior to kindergarten entry. Zeke: I like this a lot with caveat about QRIS again.
6	Increase in percentage of children enrolled in kindergarten before start of school year	Bobbie: My hesitancy on this one relates to ability of hub to reach all families with entering children--especially those not currently enrolled in an early learning program. Zeke: Good measure. Speaks to integration necessary to get there. Wonder if we don't want the measure to be by end of previous school year (versus start of school). Also worry that communities that have already made significant progress on this one (ie - Mult Co) would be penalized for not making similar pace of progress. Progress could be differential depending on where you are relative to the rest of the state.
7.	Increase in proportion of children whose families receive WIC, ERDC or SNAP who are referred and receive assistance through hub	Zeke: I don't know what "referred and receive assistance through Hub" means? Are we expecting Hubs to necessarily act as I&R for parents? What if a community has this in place already? What if this is best accomplished where parents already are comfortable - community agencies, faith-based institutions, etc? Or through 211?
8.	Increase in percentage of parents/caregivers who are knowledgeable of kindergarten expectations	Bobbie: Without a survey I don't know how this could be measured. Zeke: I like "customer satisfaction or knowledge" type indicator. I wonder if focus shouldn't be on "knowledgeable about what it takes to be successful in Kindergarten". Or better yet, "knowledgeable about what to expect from your child's teacher and school".
9.	Decrease in percentage of children in out of home foster care placement	Bobbie: Limited hub control. Zeke: This really doesn't measure impact of Hub necessarily, but rather whether or not we have DHS effectively engaged in the work. Important question, but not sure how it helps us understand Hub effectiveness. Also potentially focuses DHS role on Child Welfare and doesn't open up Self-Sufficiency discussions.
10.	Increase in percentage of children referred to EI/ECSE for an assessment who are assessed	Bobbie: I question the amount of control the Hub has on getting assessments done. Holly: Yes, linked to developmental screening, but should be other services for kids who don't qualify for EI/ECSE services. Zeke: I'm not sure how important this is. Is this really a problem, or a proxy for a problem? Do we not have enough kids getting assessed for special ed early on?

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11.	Increase in number of children with kindergarten transition plan	Bobbie: I worry that this is beyond hub control--especially for those children not already enrolled in an early learning program. And those are the children about whom I think we have highest concerns. Zeke: Through what institutions and measured how? Interesting idea, just not sure about implementation.
12.	Decrease in number of substantiated abuse and neglect cases	Megan: I'd rather see this framed in the positive around something like an increase in parenting education or something… Bobbie: Limited hub control. Holly: This feels very daunting for the hubs to adopt as a metric to be accountable for. Zeke: See previous comments.
13.	Increase in number of providers from communities of color at Step 9 (i.e., A.A.) or above on the Oregon Registry	Bobbie: I assume this means identifying and targeting dollars. I would lower the step as earning an AA is a big hurdle and may take years. An ECE certificate is more doable and there is work underway to create a statewide 30 cr ECE certificate. I would raise this to extremely important if it were revised. Zeke: I don't know what this is.