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Description automatically generated**Stokes Partnership for Children**

**2023-2025 Strategic Plan**

**(January 1, 2023 – December 31, 2025)**

**Mission:** Building foundations for young children to succeed through a partnership of families, communities and businesses.

**Vision:** Each child reaches his or her potential and is prepared for success.

**Tagline:** Building Foundations for Young Children

**Core Service Areas and Primary Goals:**

* Early Care and Education - Every child experiences high quality early learning environments.
* Family Support - All families are stable and maintain nurturing home environments.
* Health - All children up to five years receive preventive health care.
* Literacy - All children have access to early literacy programs.

**The primary funding priorities for 2022-2025, include activities that:**

* Early Childhood Teacher Education
* Challenging Behaviors and Unique Needs of Young Children
* Family Support
* Expanded Access to Child Care and Pre-K

**Primary Non-Programmatic Objective:**

The Partnership’s Governance Committee will address the following items according to best practices:

* **Establish Succession Planning:** Key staff and board transitions
  + Extend current board chair term
* **Conduct an Office Purge:** clean out records no longer needed, digitize existing recordsfollowing record retention policy
* **Develop Disaster recovery plan:** includes computer back-ups, cloud services, server update, etc.
* **Review Staff Compensation, Implementing Salary Study:** review current employees alignment with salary scale to ensure adequate compensation

**Primary Programmatic Objectives:**

The attached logic model directs the work of programmatic objectives, along with the current Community Early Childhood Profile, Smart Start’s Measures of Impact and current Needs Assessment.

Attachment A – Logic Model

Attachment B – Community Early Childhood Profile, Smart Start’s Measures of Impact

Attachment C – Needs Assessment Summary

Attachment D – Schedule of Long Range Planning

**Attachment A: Stokes Partnership for Children Logic Model**

Logic Models help us understand the ‘who, what, and why’ of our programs and SPC as a whole. Below is the basic format used for each activity funded:

| *If this condition exists* | *For this Population* | *And we implement these strategies* | *This many times, for these individuals* | *We expect this short-term change* | *And we expect this outcome to impact the overall county* |
| --- | --- | --- | --- | --- | --- |
| Need Statement *Why?* | Target Population *Who?* | Program or Activity Elements  *What?* | Outputs  *How Many?* | Outcomes  *So What?* | How does outcome impact Early Childhood Profile Standard or other long term goal? |

The arrows above indicate how each section ‘logically’ leads to the next; the final critical step is for the outcomes/EC Profile results to then lead back to informing program design and development and directing program management and quality improvement and assurance activities.

**2023-25 Stokes Partnership for Children Logic Model[[1]](#footnote-1) - Attachment A**

| **Needs** | **Target Populations** | **Activities** | | **Recipient Outputs** | | **Outcomes Areas Addressed** | | **EC Profile Standard**  *“[ ]”= Official data unavailable* | | **Long Term Goals** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| A. Early Care & Education | | | | | | | | | | | |
| In 2022, there were 2,434 children birth to age 5 living in Stokes County.[[2]](#footnote-2)  Insufficient high quality child care available for parents in Stokes County:   * not all staff have adequate higher education in the Early Care & Education field; * families not able to afford or access high quality care.   The 2021 Stokes County Community Needs Assessment concluded that high quality child care and Pre-K is insufficient due to affordability as well as access.[[3]](#footnote-3) | * Child Care Sites in Stokes County * Child care providers of children 0-5 in Stokes * Children and Families in these sites * At-risk 4 year olds * Potential child care providers | * **Enhancing Quality through Professional Development (EQPD)** * **KidSource CCRR** * ***NC Pre-K[[4]](#footnote-4)*** * **NC Pre-K Support** * **Smart Start Funds for POC (Subsidy)** | | ***Every site could be touched by at least one activity!***  *As of October 2022*[[5]](#footnote-5)*, Stokes County had:*  ~ 17 child care facilities; 2 family homes & 15 child care centers  ~ 105 child care providers and Staff  ~ 551 children 0-5 yrs enrolled in regulated child care in Stokes | | **Early Care & Education Quality** | | **Child Placements** Avg. star rating; % children in 4 and 5 star facilities  **Subsidized Placements** Avg. star rating-subsidy;  % subsidized children in 4 and 5 star facilities | | Every child experiences high quality early learning environments |
| * **Early Childhood Itinerant Instructor** * **Workforce Innovation to Support Early Education (WISEE)** | | **Early Care & Education Workforce** | | **Lead Teacher** - % of Children Enrolled in 1-5 Star Centers That Have At Least 75% of Lead Teachers with College Degrees *(i.e. 7 Lead Teacher Education Pts)*  **Administrator** -% of Children Enrolled in 1-5 Star Centers That Have Directors with College Degrees *(i.e. 7 Administrator Educ Points)* | | Children are enrolled in child care facilities that provide a consistent high quality early education program by retaining competent, qualified staff. |
| B.Early Literacy | | | | | | | | | | | |
| Early childhood literacy skills need improving. | * 2,434 children birth to age 5 living in Stokes County and their families | | * ***Reach Out and Read ®*** * ***DPIL3*** * ***Howard Mabe Literacy Fund3*** | | 2 medical practices participated in ROR  1,350 children enrolled in DPIL | | **Early Literacy** | | **[*Early Literacy*** *– % of Parents/ Guardians Who Report Reading to Their Children Daily*] | Children enter school with early literacy skills needed. |

| **Needs** | **Target Populations** | **Activities** | **Recipient Outputs** | **Outcomes Areas Addressed** | | | **EC Profile Standard**  *“[ ]”= Official data unavailable* | **Long Term Goals** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| C.Family Support | | | | | | | | | | | | |
| The 2021 Stokes County Community Needs Assessment identified support for behavioral and social-emotional (mental health) needs of children, both in child care setting & directly for parents, as a key need. **Social-emotional** issues arose more than pre-COVID in the last needs assessment.3 | | * Families of the 2,434 children birth to age 5 living in Stokes County | * **Nurturing Parenting Program (NPP)** | 34 parents served by NPP in FY21-22 | | **Family Support** | **Parenting skills** - % of children age 0-5 with an investigated report of child abuse/neglect. | | | Families have the knowledge and skills needed to maintain nurturing, stable home environments |
| D. Health & Early Intervention | | | | | | | | | | | | |
| Need to increase access to healthcare, including mental health, to improve the health and safety for young children and ensure that more children are screened for developmental delays and referred to services for help before they start school.    The 2021 Stokes County Community Needs Assessment identified services for children with behavioral challenges as a key need.3 | | * 2,434 children birth to age 5 living in Stokes County and their families * At-risk 4 year olds * 105 Child care providers and staff of children 0-5 in Stokes County | * **NC Pre-K** * **Behavior and Inclusion Specialist (BIS)** | 161 at-risk 4 year olds served in NC PreK classrooms  3 of child care sites served by BIS in in FY21-22 | | **Health & Early Intervention** | **Early intervention** - % of children who receive early intervention or special education services (ages 0-2 & ages 3-5)  ***[Use of Primary Health Care -*** *% of children enrolled in Medicaid Who receive a well-​child exam]* | | | Children enter school healthy and ready to succeed.  Prevention of suspension and expulsion of young children. |
| E. Program Support | | | | | | | | | | | | |
| Programs must be **Evidence Based or Evidence Informed**, need support for ensuring best practices and evaluating results.  Increasing awareness and access to services. | | * Service providers, Partnership Board & staff, and local community | * **Program Management & Evaluation** | 12 other funded activities | | **Program Support** | **Audit findings** – one or fewer findings  **All EC Profile standards** *(Indirectly)* | | | Programs provide services according to model fidelity and are using best practices. |

1. Developed by Justine A. Wayne, MSW, MSPH. as part of Strategic Planning process. Updated by Shannon Cox annually. [↑](#footnote-ref-1)
2. NCPC pulled 2022 from Office of State Budget & Management Population Data available online: <https://www.osbm.nc.gov/facts-figures/population-demographics/state-demographer/countystate-population-projections>,. [↑](#footnote-ref-2)
3. 2021 Stokes Partnership for Children Community Needs Assessment report is available upon request. [↑](#footnote-ref-3)
4. *NC Pre-K, DPIL,* and *Howard Mabe Literacy Fund* are not Smart Start funded [↑](#footnote-ref-4)
5. From the DCDEE October 2022 Enrollment Data available on Smart Start’s LP Central [↑](#footnote-ref-5)