HSSCO Meeting November 2019





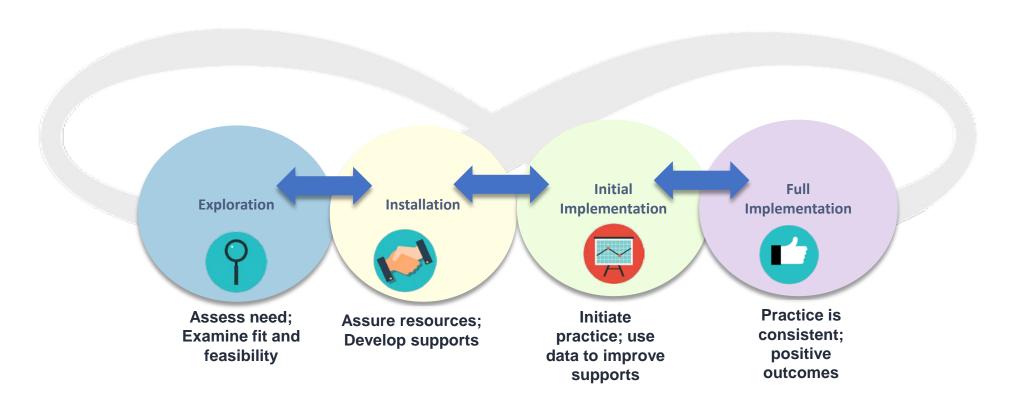
Stakeholders

- Parents/Families
- LEA Representatives
- FTF Regional Directors
- Head Start Personnel
- Library Personnel
- Institutes of Higher Education
- Private & Faith Based Childcare
- Tribal Partners



Active Implementation Stages

(Fixsen, Naoom, Blase, Friedman, & Wallace, 2005)





Preschool Development Grant B-5: Summer of Fun

Sharing the Process from Regional Team Development to Regional Goals Proposals

Then...

Implementation Science

This overview prepares teams to understand the structures and processes needed to be successful when moving from "current situation" to "idea implementation".

It is the foundation of the work, the road map to get from initiative to practice.

What are our needs?



Review Partner



Connect Partner Goals to 5 Core Areas of Need



ldentify Regional Needs and Goals

Create a crosswalk



Exploration



Assess need; **Examine fit and** feasibility

Are existing programs doing the job?

Teams analyze existing programs to evaluate their impact on identified issues using the LECTIO Model



If not, what else might we do?

And...

Finally..

Connecting the Program Design Evaluation Tool back to Implementation Science, identify any new practices that need to be implemented and any current practices that need to be shifted to address regional needs.

Examine the proposed strategies, interventions, programs and practices

The Hexagon Tool from the National Implementation Research Network is used by teams to ensure that there is a fit between the program and the need and the ability of those receiving the program to tolerate it.



Share the Regional Decisions

Each region will have made decisions about what is needed to improve access to childcare, quality programs, educated workforce. Proposals to address these decisions will be presented to federal partners for approval and funding.





The Preschool Development Grant is a one year planning grant designed to assist families and practitioners statewide to engage in strategic planning to develop regional, evidence informed plans to improve outcomes of children birth-five

Why are we here?

The Data Analysis Institute shared the tools and data sets teams can use to further frame regional

Tools such as MAP Lit, etc. will be shared to begin to frame issues in each of the regions.

These issues typically fall into one of the 5 core areas.





Getting to the Root Cause

Teams will use their data and their needs assessments to discover root causes for the issues highlighted. Dealing with the cause of the problem is better than

treating the symptoms in the long run.



The Hexagon Tool

Developed for use in implementation informed assessments

Reviewed and edited by the Racial and Ethnic Equity and Inclusion Team (REEI)

For use by organizations and communities

PROGRAM INDICATORS IMPLEMENTATION SITE INDICATORS **EVIDENCE** Strength of evidence—for whom **CAPACITY** in what conditions: TO IMPLEMENT Number of studies Staff meet minimum Population similarities qualifications • Diverse cultural groups Able to sustain staffing, Efficacy or Effectiveness coaching, training, data **EVIDENCE** Outcomes – Is it worth it? systems, performance Fidelity data assessment, and Cost – effectiveness data administration Financially Structurally **SUPPORTS CAPACITY SUPPORTS** Cultural responsivity Expert assistance capacity Staffing Training Buy-in process operationalized Coaching & Supervision Practitioners Racial equity impact Families assessment Data Systems FIT WITH CURRENT Technology Supports (IT) INITIATIVES FIT **USABILITY** Administration & System Alignment with community, regional, state priorities **NEED** Fit with family and community values, culture and history USABILITY Impact on other Well-defined program interventions & Mature sites to initiatives observe Alignment with Target population identified Several replications organizational structure Disaggregated data indicating Adaptations for population needs context Parent & community perceptions of need Addresses service or system gaps

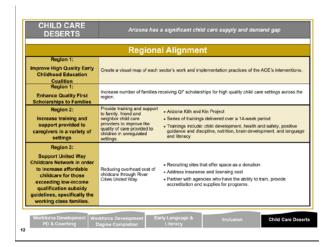
Adapted from Blase, K., Kiser, L. and Van Dyke, M. (2013).

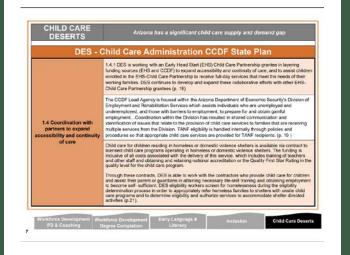
PDG B-5

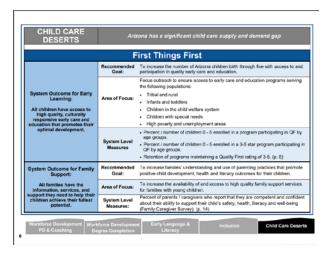
AZ Statewide Strategic Plans Crosswalk

<u>Priority Areas</u>	Strategic Plans for Priority Areas:		
EFFECTIVE TRANSITIONSp. 3	Head Start State Collaboration Office		
CHILD CARE DESERTSp. 4-17	(HSSCO) Strategic Plan		
•	First Things First		
<u>INCLUSION</u>	Department of Economic Security (DES) Child Care Administration CCDF State		
EARLY LANGUAGE & LITERACYp. 26-32	Read On Arizona		
WORKFORCE DEVELOPMENT Degree Completion	Department of Economic Security (DES) FY 2019 Strategic Plan Regional Alignment		
WORKFORCE DEVELOPMENT Professional Development & Coachingp. 44-55	Arizona Department of Education (ADE)		











AZ Statewide Strategic Plan Crosswalk

Priority Areas – Child Care Deserts

CHILD CARE DESERTS	Arizona has a significant child care supply and demand gap		
	H	SSCO Strategic Plan	
Long Range Goal 1: Head Start is involved in the development of state policies, plans, processes, and decisions impacting Head Start.	Short Term Objective A		
	Short Term Objective E	Head Start and Early Head Start is actively involved in the review of Arizona's T Quality First to ensure that it meets the quality improvement needs of Head Start Early Head Start programs. p. 10	
	Short Term Objective F	,	
Long Range Goal 2: Families in Head Start - who need fully day services - have increased access to high quality, early care and education services.	Short Term Objective A		

Workforce Development PD & Coaching

Workforce Development Degree Completion Early Language & Literacy

inclusion

Priority
Areas –
Inclusion

Inclusion	Promote meaningful participation and offer a continuum of services to children with special needs		
First Things First			
System Outcome for Children's Health: All children are provided access to early periodic screening and diagnosis to identify physical, mental, and developmental health issues and, if necessary, follow-up treatment / services are provided.	Area of focus:	Support medical homes (including tribal health partners) providing care coordination services for children with an emphasis on children with complex needs, and high risk vulnerable children.	
	System Level Measures:	Percent of AZ children age 9 months to 5 years who receive standardized screening for developmental or behavioral problems (National Children's Health Survey, AHCCCS). (p. 11)	
	Areas of focus:	Collaborate with partners to increase awareness of / access to a continuum of information, support and services for families and their children who have or at risk of having developmental, physical, and/or mental health issues.	
	System Level Measures:	Support standardized developmental, autism, oral health and sensory screening services. (p. 13)	
System Outcome for Family Support: All families have the information, services, and support they need to help their children achieve their fullest potential.	Area of focus:	Continue to support the strengthening of AZ's Home Visitation System. Continue to coordinate with state agencies and partners to ensure resources are maximized, avoid duplication, and concentrate on complimentary services. Create an infrastructure, policies, programs and resources to support families of children with special needs. (p. 15-16)	
	System Level Measures:	Percent of parents/caregivers who report that they are competent and confident about their ability to support their child's safety, health, literacy and well-being (Family Caregiver Survey). (p. 14)	

Workforce Development PD & Coaching

Workforce Development
Degree Completion

Early Language & Literacy

Inclusion

Priority
Areas — Early
Language &
Literacy

Early Language & Literacy	Promote meaningful participation and offer a continuum of comprehensive services to children with special needs		
		Read On Arizona	
Read On Arizona Statewide Initiative	Goal:	Increase the percent of children demonstrating school readiness at kindergarten entry in the language and literacy domain. (p. 15)	
Strategy 3: Effective Practices Implement strategies to develop and strengthen literacy and language acquisition along the continuum. The right program, at the right time, for each child.	Action Items:	 Use the AZ State Literacy Plan, Arizona Infant Toddler Developmental Guidelines, Arizona Early Learning Standards and K-12 Arizona College and Career Ready Standards to develop standards of effective practices for literacy supports in identified areas such as English Language Learners, Native American learners, family partnerships, professional development, etc. Focus on making a priority language-rich curriculum coordinated for impact with a fidelity to implementation. The right program, for the right child at the right time in the right amount. Prioritize ongoing assessments and screenings as early as possible. Work with partners to extend literacy effective practices throughout the state. Provide links to educational resources and helpful sites for parents and early childhood professionals, elementary educators and engaged stakeholders. (p. 17) 	

Workforce Development PD & Coaching

Workforce Development
Degree Completion

Early Language & Literacy

Inclusion

Priority Areas

- Workforce

Development

(Degree

Completion)

WFD Degree Supporting ECE Programs and students at Arizona's IHEs and support for degree-completion for students Completion **DES - Child Care Administration CCDF State Plan** Professional standards and competencies Career pathways The framework should include Advisory structures these components: Articulation Workforce information Financing 6.1.1 Each state or territory must describe their professional development framework for training, professional development, and post-secondary education for caregivers, teachers and directors, which is developed in consultation with the State Advisory Council on Early Childhood Education and 6.1 Professional Care or similar coordinating body. (p. 210) **Development Framework** 6.1.2 Describe how the state/territory developed its professional development framework in consultation with the State Advisory Council. (p. 216) The Arizona Early Childhood Development and Health Board (First Things First) is the State Advisory Council. First Things First convenes the Professional Development Work Group that developed the Workforce Knowledge and Competencies and Professional Development Instructor and Technical Assistance Standards. Representatives from the Arizona Department of Economic Security, Child Care Administration are members of the Professional Development Work Group and participated in the development of the competencies and standards. (p. 216)

Workforce Development PD & Coaching

Workforce Development Degree Completion Early Language & Literacy

Inclusion

Priority Areas

- Workforce

Development

(PD &

Coaching)

WFD PD & Coaching	Developing an effective system of professional development to support ongoing growth of all ECE professionals at all levels of expertise across Arizona		
	Regional Alignment		
	Provide coaching to providers.		
Region 1:	Conduct formal assessments to measure progress.		
Improve the Quality of childcare in regulated centers and homes for children birth to age 5	Incentives to finish education, like tuition reimbursement Incentives to increase star ratings Provide incentives for quality: Increase scholarships for children and families Incentives to reach goals, purchase PD or supplies for the center or home Technical assistance (TA) to providers in homes and centers		
Region 1:	Help early childhood professionals develop specialized skills to ensure overall child development for children in their care.		
DES Professional Development Training Sites	Group professional development series based on research, real life experiences, and best practices. Participants create action plans to implement and can involve staff follow-up through onsite technical assistance.		

Workforce Development PD & Coaching

Workforce Development Degree Completion Early Language & Literacy

Inclusion

Arizona
Focus –
Effective
Transitions

EFFECTIVE TRANSITIONS	Quality Transitions for All				
	Arizona Department of Education				
Ensuring effective transitions for all using the Early Childhood Quality Improvement Process	Intended Goal/ Using the model set forth by Dr. Daniel Pianta, the ADE ECE Unit will continue to work on the establishment of Quality Transitions for All.				
Region 7: Comprehensive Data System	Intended Goal/ Outcome:	Create data subcommittee to establish common philosophy, key components, practices and expectations.			
	Intended Goal/ Outcome:	Align with current data system and participate in professional development around current tools and how they are used.			

Executive Summary SYSTEM PARTNERS

Arizona's Early Childhood Statewide Strategic Plans EXECUTIVE SUMMARY

The Arizona
Department of
Education (ADE)
collaborated with
seven regions
throughout the state.
These regions served
as Local Planning
Committees (LPCs) in
which they
leveraged system
partners' strategic
plans to determine
key goals and
outcomes for their
communities relative
to Arizona's five
priority areas.



Read On Arizona (ROA) is the home of Arizona's appointed Literacy Director who is responsible for working in partnership with ADE, HSSCO, FTF, and other local philanthropic partners to lead statewide efforts around early literacy.



Arizona's federally reviewed and approved comprehensive statewide needs assessment took a unique approach in leveraging current strategic plans of Arizona's Early Childhood System Partners. These comprehensive plans represent the system as a whole and address the concerns and issues related to quality and availability of early childhood care and education throughout the state.

Through the Head Start State Collaboration grant from the US Department of Health and Human Services, the AZ **Head Start State** Collaboration Office (HSSCO) serves to establish linkages among Head Start. child care, social welfare, health and state funded preschool programs, and K-12 education.

The Department of Economic Security - Child Care Administration (DES-CCA) has administrative oversight for the Child Care Development Block Grant (CCDBG) and the administration of child care subsidies within the state.

First Things First (FTF) serves as the Health and Development Board for Arizona as well as the State Advisory Council (SAC) for Early Childhood.







System Partners PDG B5 2019-2023

Executive Summary PRIORITY AREAS

Arizona's Early Childhood Statewide Strategic Plans EXECUTIVE SUMMARY

HSSCO: Assist with developing state policies and decisions impacting early literacy

FTF: Ensure that the early comprehensive and child and family centered.

ADE: Implement Teaching Reading Effectively to early childhood educators.

ROA: Increase awareness and understanding of the importance of early literacy and school readiness.

<u>HSSCO</u>: Close the learning gap between typically developing children and children with special needs.

FTF: Provide access to early periodic screening and diagnosis to identify developmental issues.

ADE: Provide training on Itinerant Model and Inclusive Classroom Profile and a task force on inclusion.

ROA: Implement strategies to develop and strengthen literacy and language acquisition along the continuum. **Child Care Deserts**

Language & Literacy

Quality **Fransitions**

Workforce

PD &

Workforce Development

Degree

Completion

Development Coaching for All

HSSCO: Increase access to high quality early care and education services.

FTF: Increase access to high quality early care and education that promotes optimal development.

DES: Expand accessibility and continuity of care and improve availability of child care services to families.

ROA: Build a community of practice that make early literacy a priority.

HSSCO: Increase availability and quality of early childhood

<u>FTF</u>: Implement, align, and improve PD to support early childhood professionals.

DES: Support training and PD of child care workforce.

ROA: Improve quality of professional learning by increasing capacity of

quality, early care and education

TF: Improve quality and compensation of early childhood

DES: Follow PD framework to support child care workforce.

practitioners/early childhood teacher training around early literacy and reading instruction.

Inclusion

Early

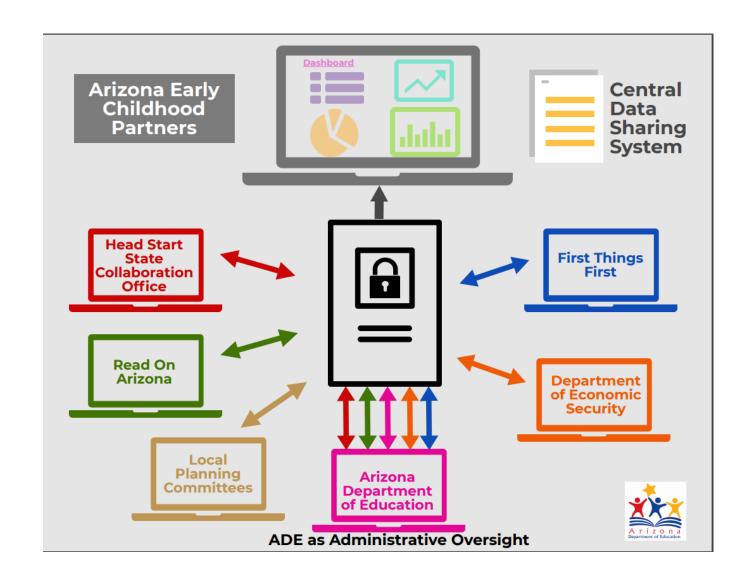
Quality transitions for all children is a primary focus for Arizona and expands to all priority areas and strategic plans throughout the early childhood system.

Priority Areas

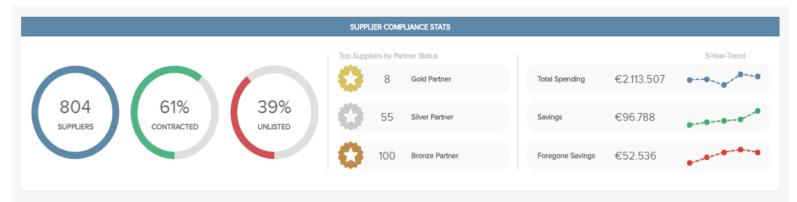
PDG B5 2019-2023

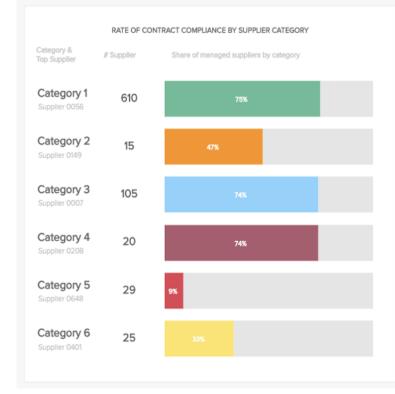


Statewide Centralized Data System

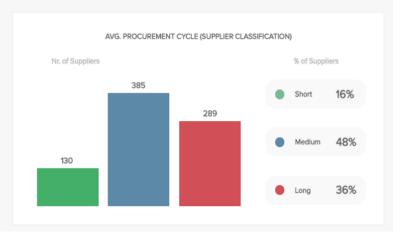












Helpful Links

- PDG B5 Initial Grant Application here
- Preschool Development Grant B-5 Page <u>here</u>
- AZ Regional Strategic Plans here
- AZ Statewide Strategic Plans Executive Summary <u>here</u>
- AZ Statewide Strategic Plans Crosswalk <u>here</u>
- DES CCDF Strategic Plan <u>here</u>
- FTF Strategic Plan <u>here</u>
- HSSCO Strategic Plan <u>here</u>
- Read On Strategic Plan <u>here</u>
- Central Data System here
- PDG B5 Renewal Application here



Activity 1: Needs Assessment

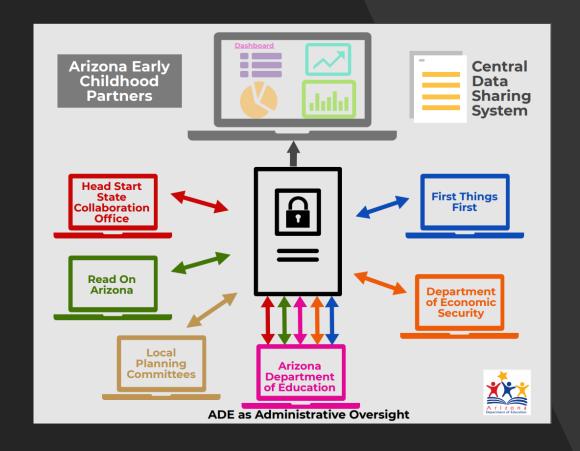
The needs assessments and strategic plans identified for contributing to the PDG B-5 needs assessment and strategic plan were those with comprehensive processes for conducting needs assessments and creating strategic plans and included the largest representation of Arizona's ECE system partners and constituents. These partners with a large footprint in the ECE system include:

- The Arizona Head Start State Collaboration Office (HSSCO)
- First Things First (FTF)
- The Department of Economic Security Child Care Administration (DES-CCA)
- Read On Arizona (ROA)



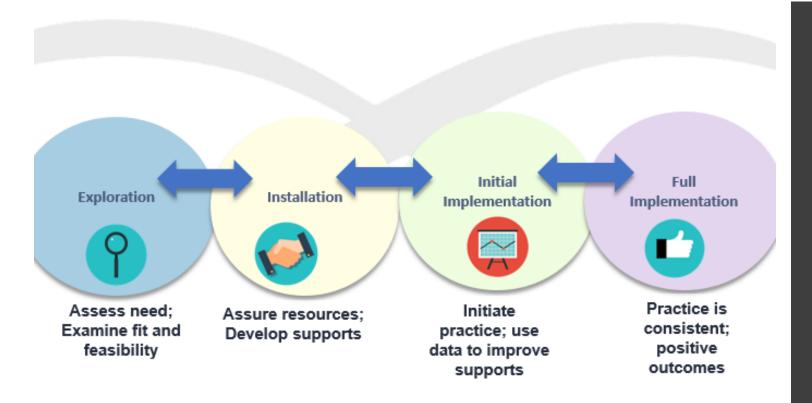
Activity 1- Needs Assessment

In a state-level review of the needs assessments of our partners, ADE identified that although each partner knew about their place in the ECE system, they were collecting and reporting about their data independent of one another. Thus, the results or findings from one partner's needs assessment were not being shared and/or cross-referenced with another partner's findings, potentially slowing any progress that could be had through integrated data sharing



 ${\it Table~1}. \ {\it Timeline~for~updating~needs~assessments}.$

Partners	2020	2021	2022
HSSCO	Needs Assessment	Strategic Plan Implementation	Priority Review
	Strategic Plan Creation	Priority Review	Progress Indicator Updates
FTF	Publication of Regional	Publication of FTF Annual	Publication of Regional
	Needs and Assets Report	Report	Needs and Assets Report
DES	Review/Analysis of Needs	Review/Analysis of Needs	Review/Analysis of Needs
	Assessment Data	Assessment Data	Assessment Data
ROA	Review/Analysis of Needs	Review/Analysis of Needs	Review/Analysis of Needs
	Assessment Data	Assessment Data	Assessment Data
Statewide	Review/Analysis of Needs	Review/Analysis of Needs	Review/Analysis of Needs
ADE	Assessment Data	Assessment Data	Assessment Data



Activity 2- Strategic Planning

- Each region produced strategic plans reflecting their needs within the five priority areas and developed relationships with key practitioners as well as our staff in each region.
- The LPCs will continue to be supported through the next phase of implementation to install, implement (including evaluate) and sustain programs identified by the regions to address statewide needs through the use of the Implementation Science Framework and the Leading by Convening Model.
- Activities are being developed to share data and assess progress through regular meetings in support of the ongoing activities of the regions.

Activity 3-Maximizing Parent and Family Knowledge, Choice, and Engagement

Leveraging of current constructs that currently exist within the AZ ECE System. The following partnerships and initiatives have been established for engaging families:

Child Care Resource and Referral

(CCR&R)

• Local Head Start Policy Council and

Parent Committees

Maternal Infant and Early Childhood

Home Visiting (MIECHV)

• FTF Regional Partnership Councils

• FTF Family Resource Network

• Interagency Coordinating Council (ICC)

• Raising Special Kids (RSK)

The Arizona Statewide Family Engagement Center (SFEC).

Arizona PBS

· Read On Communities (ROCs)

The Early Childhood Quality Improvement Process (ECQUIP)



Family Literacy Ressurement

Free resources for families and practitioners.



Expione AZ Schools

Learn about schools in Arizona.



Pierent-to-Pierent Portrail

Get updatee about family library in AZ.



About the AZ Family Engagement Conter

Learn more about the project.





Activity 4- Sharing Best Practices and Professional Development

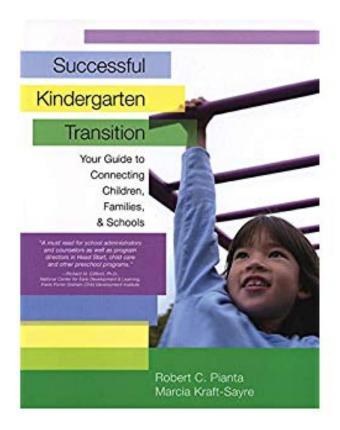
- Leveraging of current professional development systems
 (i.e. Head Start Regional TA and PD, Arizona Early Childhood
 Career and Professional Development Network,
 Professional Development Work Group, College
 Scholarships for Early Childhood Professionals)
- The Inclusion Task Force, Inclusive Classroom Profile, and Itinerant Service Model
- Social Emotional and Early Learning- Pyramid Model
- Partnership with CACFP

Activity 5- Improving Overall Quality

- Arizona Kith & Kin Project
- Increase Access to High-Quality Early Learning Settings (competitive process, quality pathways, staff qualifications, funding requirements)
- Participation in statewide assessment system
- Quality Pathways (accreditation, QF 3 Stars and above)
- STAR Autism training and coaching
- Teaching Reading Effectively coaching
- Smart Talk Modules
- Arizona Higher Education Accreditation
- Early Childhood Higher Education System Navigator

Table 2. Per child allocation.

	Ages 0-2	@10 months operation	Ages 3-5	@10 months operation
Center	\$900	\$9,000	\$600	\$6,000
Family Home Provider	\$600	\$6,000	\$500	\$5,000

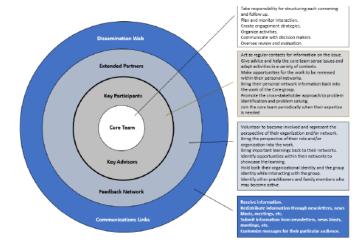


Effective Transitions For All

- Use of Kindergarten Transition teams working with families, schools, and communities, and early child providers to design and implement transitions inclusive of all children.
- Kindergarten Developmental Inventory Training and selection of pilot sites
- Creation of ADE data sharing platform for K+ teachers to access 0-5 assessment data. Will be used as an early warning indicator for K-3 reading.
- Continued partnership with ROA and MAG on an interactive mapping tool that serves as a populationlevel integrated data system- MapLit

Activity 6- Monitoring, Evaluation, and Data Use for Continuous Improvement

- Quantitative Evaluation through the use of a centralized data system that will allow for state partners to house their data related to the foals we have identified as shared and common to us all.
- Align preschool data with ADE's State Longitudinal Data System- creation of unique identifiers for preschool students.
- Qualitative Evaluation through the creation of a PDG B-5 website that will be used to house monthly content, photographic images, and video content. This method will also include onsite documentation of LPC activities relative to their proposed strategies.
- Utilize the Leading by Convening Model as the governance structure
- Use of Implementation Science Framework for sustainability



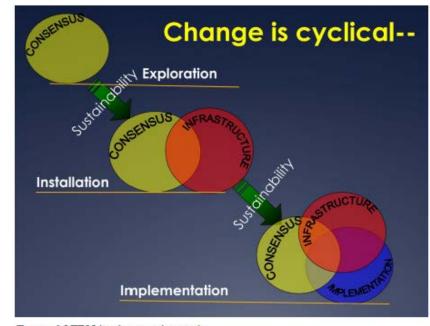


Figure 6. NIRN implementation cycle.

HSSCO 2020 Planning



Head Start
Planning Meeting

WHO:

AZ Head Start
Grantees,
Delegate
Directors,
and AZHSA
Committee
Leadership

WHEN:

Jan. 15, 2020

10AM-12PM

WHERE:

AZ Dept of Ed 3300 N. Central Phoenix, AZ 85012 Floor 16 Rm. #100

WHY:

Planning and Review of Head Start priorities relative to the five year grant

We are asking for your input regarding HSSCO's goals and objectives relative to the previous five year grant application.

Please fill out this survey by December 31, 2019.

<u>Click here</u> <u>to take</u> <u>the survey</u>





RSVP: https://selectsurveynet.azed.gov/TakeSurvey.aspx?SurveyID=92M19n2K

Survey: https://selectsurveynet.azed.gov/TakeSurvey.aspx?SurveyID=8IM195IK