

## BROAD PROGRAM GOALS

Early Childhood Programs, 2023-2024

Goal 1: Program philosophy, environments, policies & procedures promote & support social-emotional well-being for children, staff and families.

**Objective 1:** Create a systematic approach that supports **YOUNG CHILDREN** who have experienced trauma

**Expected Outcomes:** Decrease in behavior referrals; Increased proficiency in social-emotional learning program-wide

**Expected Challenges:** Managing student's behavior. Willingness of parents to participate in process. Timeliness of referral process.

ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	DATA/ PROGRESS MONITORING
Research agencies qualified to assist with implementation of Trauma-sensitive programming.	Coordinator Manager	Summer 2023	Agendas Sign-In Sheet
Hire agency qualified to assist with implementation of Trauma-sensitive programming.	Coordinator Manager	Summer 2023	Agendas Sign-In Sheet
Create plan that supports full implementation of Trauma-sensitive programming	All stakeholders	Fall 2023	Fidelity Checklist
Update & share policies & procedures as implementation progresses; obtain approvals as necessary	Leadership Team	Fall 2023, ongoing	Agendas Sing-In Sheet
Hire additional Mental Health Specialist Divide/assign responsibilities for MHS positions	Director Manager	August 2023	Human Resource documentation
Complete sensory/respite room for children at Baker Center	Education Team Coordinator	Fall	Purchasing documentation Policies & Procedures
Include all learning environments in Conscious Discipline/Second Steps implementation; cafeteria, media, outdoor, etc.	Leadership Team	August 2023	Policies & Procedures Photos
Purchase materials for calm down center in classrooms	Education Team	Spring 2023, as needed	Purchase order form
Continue the implementation of Conscious Discipline & Second Steps curricula	Education Staff MH Specialists	Ongoing	Purchase orders, lesson plans and photos
Add Conscious Discipline Rubric Progress Assessments to Ongoing Monitoring Matrix; implement as indicated	Education Team	August 2023	Agendas Sign-In-Sheet

# BROAD PROGRAM GOALS

Early Childhood Programs, 2023-2024

Goal 1: Program philosophy, environments, policies & procedures promote & support social-emotional well-being for children, staff and families.

**Objective 2:** Create a systematic approach to support the **FAMILIES** of young children who have experienced trauma

Expected Outcome: Positive trends in family outcomes data

Expected Challenges: Family participation

Action Steps	Person Responsible	Timeline	DATA/ PROGRESS MONITORING
Research agencies qualified to assist with implementation of Trauma-sensitive programming.	Coordinator Manager	Summer 2023	Agendas Sign-In Sheet
Hire agency qualified to assist with implementation of Trauma-sensitive programming.	Coordinator Manager	Summer 2023	Agendas Sign-In Sheet
Create plan that supports full implementation of Trauma-sensitive programming	Education Team Coordinator	Fall 2023	Fidelity Checklist
Update program plans, policies & procedures as implementation progresses; obtain approvals as necessary	Education Team Coordinator	Fall 2023, ongoing	Agendas Sing-In Sheet
Strengthen community partnerships; open office at the Family Services Center			
Continue the implementation of Conscious Discipline curriculum for children & families	Education Staff	Ongoing	Purchase orders, lesson plans and photos
Plan family events focused on mental health and wellness	All Staff	TBD	Invites, photos

## BROAD PROGRAM GOALS

Early Childhood Programs, 2023-2024

**Goal 1:** The program will provide the safest and most nurturing learning environments possible for all children, staff and families by implementing Trauma-informed programming.

**Objective 3:** To provide work environments, policies and procedures, that support **STAFF** in their work with children and families experiencing trauma

Expected Outcome: Positive staff survey results; increased staff retention

Expected Challenges: Identifying strategies to sufficiently support staff at site elementary schools. Staff buy-in

### ACTION STEPS

ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	DATA/ PROGRESS MONITORING
Create/update work spaces that support staff health and wellness in early childhood centers	Leadership Team	Ongoing	Staff survey
Research agencies qualified to assist with implementation of Trauma-sensitive programming.	Coordinator Manager	Summer 2023	n/a
Hire agency qualified to assist with implementation of Trauma-sensitive programming.	Coordinator Manager	Summer 2023	Procurement docs Contract
Create plan that supports full implementation of Trauma-sensitive programming	Education Team Coordinator	Fall 2023	Plan Agendas; sign-ins
Update program plans, policies & procedures as implementation progresses; obtain approvals as necessary	Education Team Coordinator	Fall 2023, ongoing	Agendas/approvals Policies & Procedures
Post ACEs information posters in classrooms and hallways	Teaching staff Education Team	Fall 2023, ongoing	Photos
Review & update Emergency Behavior Intervention policies & procedures; share with all staff	Education Team	August 2023	Policies & Procedures

## BROAD PROGRAM GOALS

Early Childhood Programs, 2023-2024

Goal 2: Outdoor learning environments encourage development in all domains, with an emphasis on STEAM

**Objective 1:** Staff well-trained in providing outdoor learning environments that encourage development across all learning domains

Expected Outcome: Children entering kindergarten with grade-appropriate STEAM skills

Expected Challenges: Florida climate. Staff willingness

### ACTION STEPS

	PERSON RESPONSIBLE	TIMELINE	DATA/ PROGRESS MONITORING
Provide STEAM professional development opportunities for teaching staff (trainings, PLCs, sharing resources)	Education Team Coordinator	Fall/ongoing	Agendas Sign-In-Sheet
Create guidance, policies & procedures related to outdoor learning environments	Education Team Coordinator	Summer 2023	P & Ps
Provide outdoor learning guidance & professional development opportunities for teaching staff.	Education Team Coordinator	Fall/ongoing	Agendas Sign-In-Sheet
Purchase a variety of STEAM materials for classrooms and outdoor learning environments Replace/replenish STEAM materials and equipment as needed.	Education Team Coordinator	Spring 2023, as needed	Purchase forms

Consider conferences with STEAM/outdoor learning focus; Visit programs implementing quality STEAM/outdoor learning

## BROAD PROGRAM GOALS

Early Childhood Programs, 2023-2024

Goal 2: Outdoor learning environments encourage development in all domains, with an emphasis on STEAM

**Objective 2:** To provide developmentally appropriate STEAM/outdoor learning environments at each program location.

**Expected Outcome:** Positive trends in assessment data in the Cognitive domain

**Expected Challenges:** Florida climate; Shared outdoor spaces

ACTION STEPS	PERSON RESPONSIBLE	TIMELINE	DATA/TRACKING METHODS
Full implementation of outdoor classrooms at Baker Center	Leadership Team	9/2023	Classroom planning forms; Daily Schedules; photos
Work with site administration at each school to set up outside learning areas for children to explore and experiment with a variety of landscape, shaded areas, grass, rocks, flowers, plants, etc.	Leadership Team	1/2024	Purchase orders, photos
Work with site administration at each school to set up outside learning areas for children to explore and experiment with a variety of equipment, materials and supplies.	Leadership Team	1/2024	Purchase orders, photos
Provide or identify storage to keep toys protected from weather damage. Toys are accessible so that children can easily locate and return to storage space	Leadership Team	1/2024	Purchase orders, photos
Work with site administration at each school to create separate areas for physical play from focused play e.g. STEM	Leadership Team	1/2024	Photos
Provide shade structures at all locations.	Leadership Team	ASAP	Purchase orders, photos
Full implementation of outdoor classrooms at Pumpkin Patch Academy	Leadership Team	1/2024	Classroom planning forms; Daily Schedules; photos

Goal 3: Full implementation of Frog Street Curriculum, and AIM Observational Assessment

**Objective 1:** Educational leadership staff support staff development using an early childhood, research-based coaching tool

**Expected Outcome:** Positive trends in assessment data; staff retention

**Expected Challenges:** Relationships/past experiences between specialists & classroom staff

<b>ACTION STEPS</b>	<b>PERSON RESPONSIBLE</b>	<b>TIMELINE</b>	<b>DATA/TRACKING METHODS</b>
Research early childhood, research-based coaching tools	Coordinator Manager	Summer 2023	n/a
Invest in selected early childhood, research-based coaching tool	Coordinator Manager	Summer 2023	n/a
Train Education Specialists in selected tool	Manager	Summer 2023	Sign-in/agendas
Include “Coaching” implementation planning on each Ed Services meeting agendas	Education Team	7/23 - 9/23	Agendas/minutes
Implementation of tool	Education Team	October 2023	IPDPs; Education Support/Team Meeting forms;
Include “Coaching” progress monitoring on each Ed Services meeting agendas	Education Team	10/23 – 6/24	Coaching documentation



