



REMEMBER WHY  
YOU STARTED.

**WELCOME BACK!**

**PSESD Early Learning  
Center Director Meeting**  
September 28, 2017  
9 am to 2 pm



**IF YOU WANT TO GO FAST, GO ALONE.  
IF YOU WANT TO GO FAR, GO TOGETHER.**

**African Proverb**



# WHO'S NEW? WHAT'S NEW?

Subcontractors  
Center Leaders  
Teams  
Groups





Welcome Back & Intros  
Org Redesign Overview  
Big Updates  
Move Walls | Take Break  
Round Robin

Organizational Redesign Eval  
Learning Labs



- Active Supervision (Req'd)
- Health Doc. C+ (Req'd)
- Litmos
- Staff Info Forms

# QUESTIONS



**CARDS: TOPIC ON TOP, QUESTION BELOW  
OR  
EMAIL TO: [BJOHNSON@PESD.ORG](mailto:BJOHNSON@PESD.ORG)**



**SUCCESS FOR EACH CHILD AND  
ELIMINATE THE OPPORTUNITY GAP  
BY LEADING WITH RACIAL EQUITY**

**RE-DESIGN**

Start with Why

*Our shared purpose*

# VISIONING: SUMMARY OF OUR WORK



## ACCOUNTABILITY

### RACIAL EQUITY

- Lead with race
- Equitable opportunities
- Eliminate institutional/systemic racism
- Inclusion
- Eliminate opportunity gap

### SERVICE TO CHILDREN & FAMILIES

- High Quality
- Whole child / whole family
- Comprehensive

### PARTNERSHIPS

- Families
- Community
- Partners

# OUR WHY

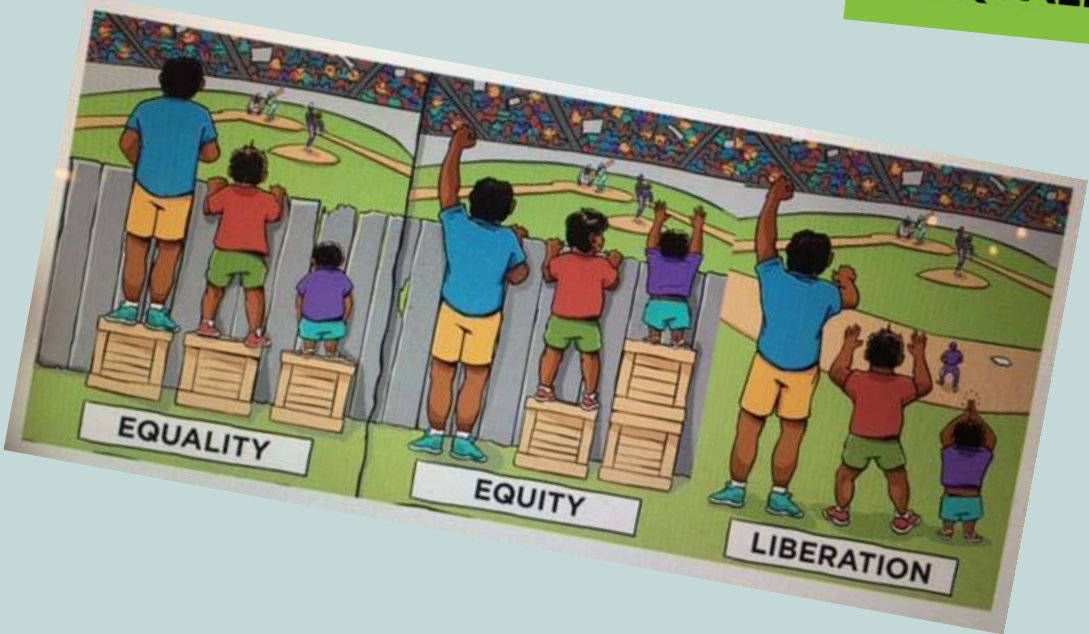
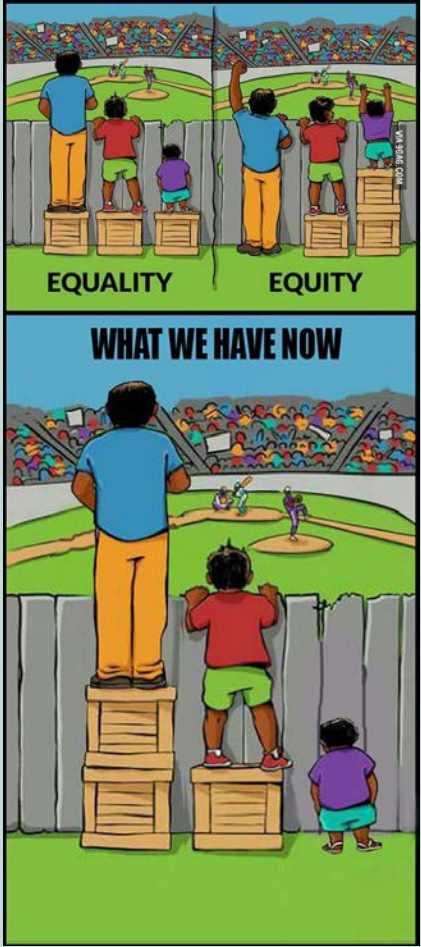
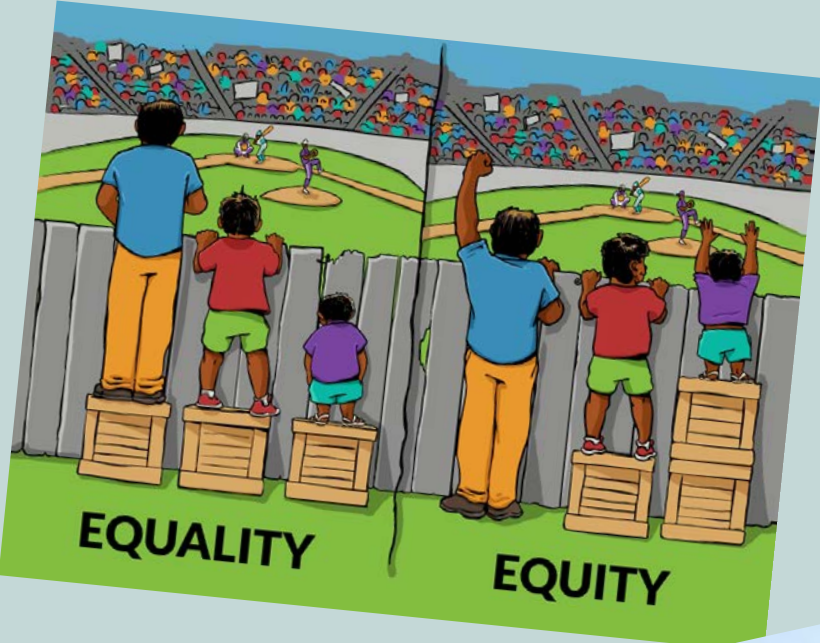


PSESD Early Learning exists to ensure success for each child and eliminate the opportunity gap by providing racially equitable, high quality and comprehensive prenatal to 5 services to children and families through strong and authentic partnerships with communities, families, and partners.

**Mutual accountability** to children and families, subcontractors, and to funders is an articulated shared value as well.



# LEADING WITH RACIAL EQUITY



# Key Elements



Racial Equity

Partnerships

Interdisciplinary

Coaching

Collaborative

Capacity Building

Racial Equity

Partnerships

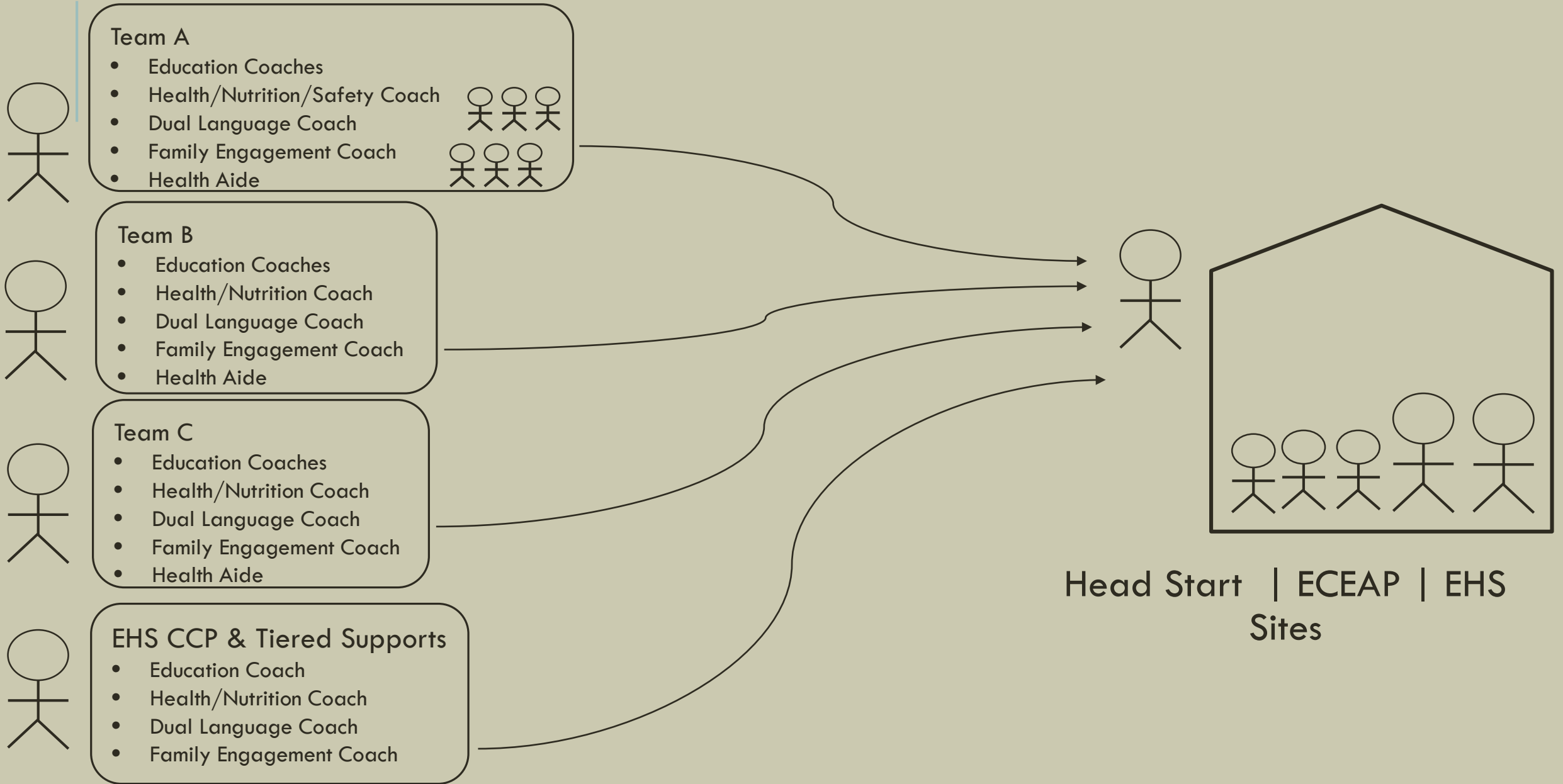
Interdisciplinary

Coaching

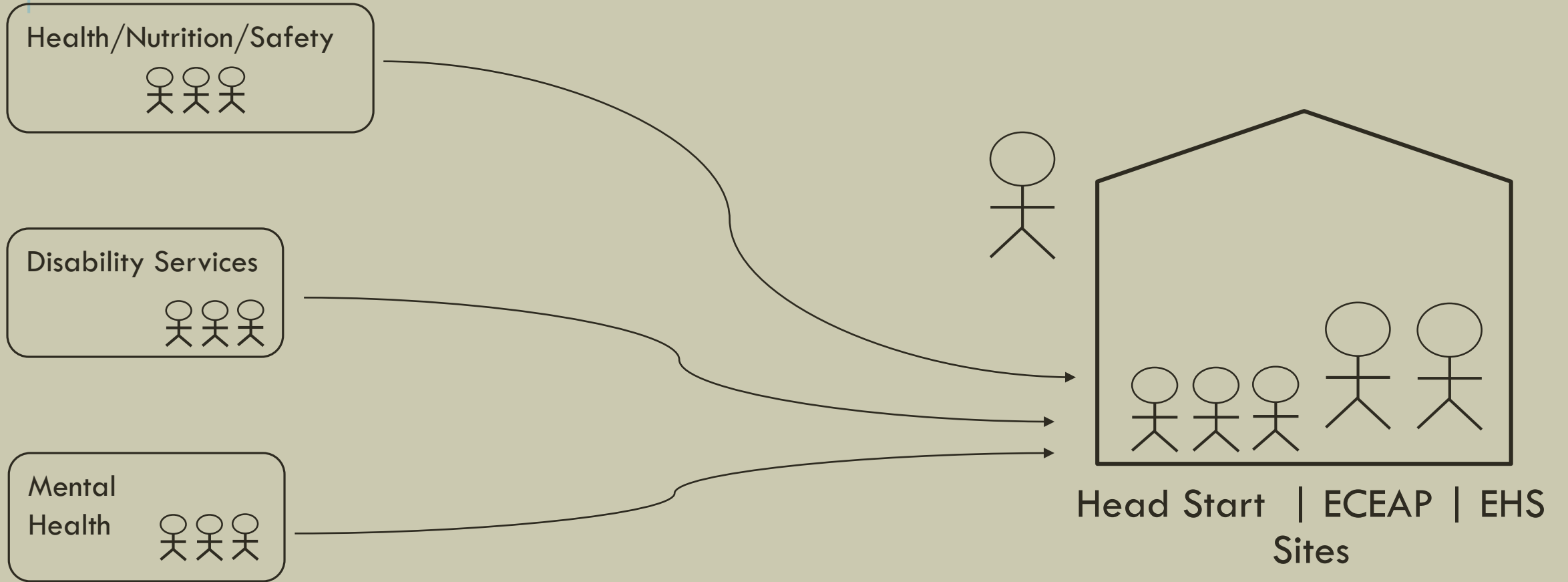
Collaborative

Capacity Building

# NEW ORGANIZATIONAL DESIGN



# CONSULTANT ROLE





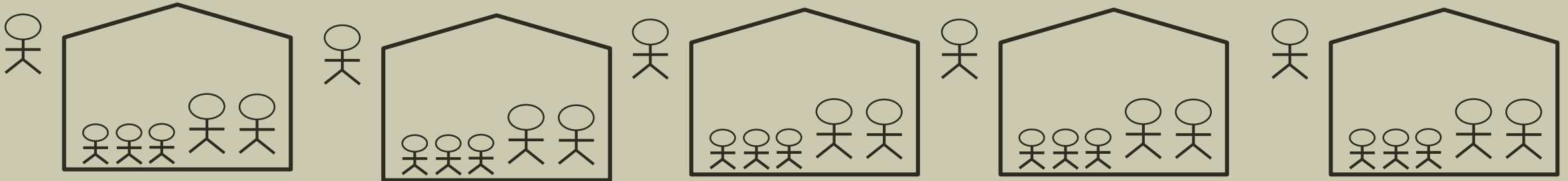
# CONTENT EXPERTISE IN PROGRAM MANAGERS

Health/Nutrition/Safety

Education/ Disability  
Services

Family Engagement/  
Mental Health

Site Support Teams  
(pre-K and EHS)



Head Start | ECEAP | EHS  
Sites

# STRUCTURES OF SUPPORT: WHAT WE ARE WORKING ON

## Vision – Operationalizing – Operating

- Fully Staffed
- Responsiveness
- Connections – teams, content, subcontractors
- Communication all types and all levels
- Procedures, processes, updates
- Clarity at all levels
- 5 year goals/ongoing self-assessment

**Racial/Educational  
Equity**

**Interdisciplinary**

**Collaborative**

**Capacity Building**

**Partnerships**

**Coaching**

**Mutual  
Accountability**

# STAFF INFORMATION NEEDED

Emails

E-Alerts

Connector

Databases



Staff Information Form

## BIG UPDATES

Racial/Educational Equity

Interdisciplinary

Collaborative

Capacity Building

Partnerships

Coaching

Mutual Accountability

# PORTABLE BACKGROUND CHECKS (ECEAP) CRIMINAL RECORD CHECKS (HS/EHS)

ECEAP Portable Background Checks – WA Statute  
HS/EHS Criminal Record Checks – HS Performance Standards



Watch for more in Connector & E-Alerts

## BIG UPDATES

- Racial/Educational Equity
- Interdisciplinary
- Collaborative
- Capacity Building
- Partnerships
- Coaching
- Mutual Accountability



# ACTIVE SUPERVISION PLAN PROCESS

**Purpose:** Active Supervision of children is the best strategy for creating a safe environment and preventing injuries.

**Active Supervision Posters** will be handed out and also posted in the classroom

## Active Supervision Plan:

1-Active Supervision Plan will be completed by the teachers, 1 per class

2-Active Supervision Plan will need approval from Center Directors

3-Upon Center Director approval, Active Supervision Plan will be posted in their classroom.

## BIG UPDATES

Racial/Educational Equity

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# ACTIVE SUPERVISION - CONTRACT DELIVERABLE & MONITORING

Center Directors will be responsible for submitting a Summary Form via Litmos by **October 31<sup>st</sup>**

Form asks Center Director to confirm they have site-level and safety-level practices in place. (1 Summary Form per subcontractor)

## **Monitoring of Active Supervision**

We will monitor it's submission via Litmos

Education Coaches will monitor the implementation of the Active Supervision Plan in the classroom.

## BIG UPDATES

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# ENTERING HEALTH EVENTS IN CHILDPLUS

(HS/EHS ONLY)

## Purpose for the Change:

Create efficiencies in data entry resulting in access to real-time data in support of Program Standards, Five-Year Goals, PIR Reporting, children and families

Access for staff, Center Directors, Coaches, Monitors, Program Managers

## BIG UPDATES

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# ENTERING HEALTH EVENTS IN CHILDPLUS

## What is the change:

FSS/FA/Home Visitors will enter “health events” for two specific documents for all children

- Physical Exam (HS)/Well Baby Checks (EHS)
- Health & Nutrition History (HS)/Health & Developmental History (EHS)

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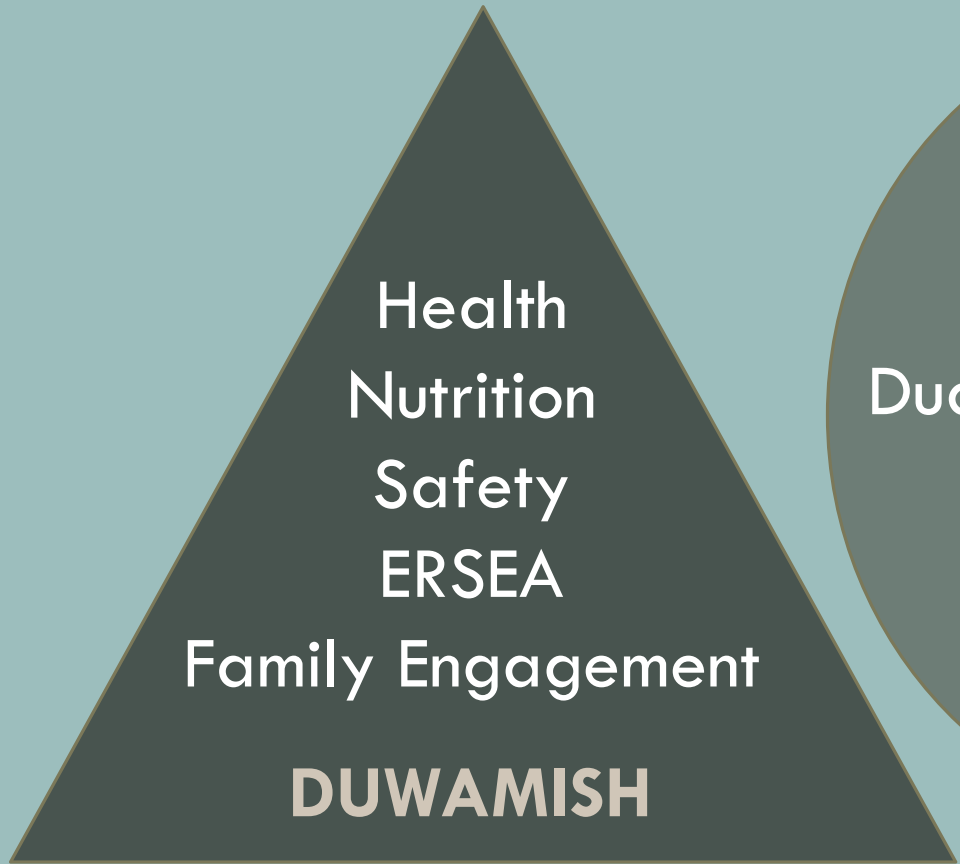


# MYTEACHINGSTRATEGIES™

- It's been a rocky start
- The glitches are varied and complex
- We are making progress
- Site staff will not be expected to do what is not possible
- Connector has additional guidance

## BIG UPDATES

Racial/Educational Equity  
Interdisciplinary  
Collaborative  
Capacity Building  
Partnerships  
Coaching  
Mutual Accountability



# ROUND ROBIN

- Racial/Educational Equity
- Interdisciplinary
- Collaborative
- Capacity Building
- Partnerships
- Coaching
- Mutual Accountability



Know what's  
on the menu?  
me – n – u !

## LET'S DO LUNCH

- Racial/Educational Equity
- Interdisciplinary
- Collaborative
- Capacity Building
- Partnerships
- Coaching
- Accountability



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**African Proverb**

**TEAM A**

Encompass  
Enumclaw SD  
Kent SD  
Peninsula SD  
Chief Leschi  
Issaquah SD  
Pierce Cty HS  
Tacoma Day  
Tacoma SD  
Tahoma SD  
Vashon SD

**TEAM B**

Auburn SD  
Bellevue College  
Highline SD  
Lake Wash SD  
Shoreline SD  
Federal Way SD  
Learning Land I & II  
Renton SD  
Tukwila SD  
YWCA Fam Village

**TEAM C**

Clover Park SD  
Clover Park Tech  
Educare  
Heritage  
Kent YFS  
Bethel SD  
Franklin Pierce  
Pierce College  
Hugs, Tugs, Loves  
Midlands KK

**TEAM E (EHSCCP)**

Bates Technical College  
Multicultural FHC  
Tacoma CC  
Young Minds

**TIERED SUPPORTS**

Childhaven  
Northshore SD  
The Lighthouse

**REQ'D LEARNING LABS**

**-ACTIVE SUP**

**-HEALTH DOC C+**

**OPTIONAL LABS**

LITMOS (online platform)  
STAFF INFO FORMS