

* **AGENCY END** Success for each child & eliminate the opportunity gap by leading with racial equity.

* **PSESD Racial Equity Strategic Directions**

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

* **PSESD Early Learning 2017 Self-Assessment Task Force Feedback**

Key
Components of
Early Learning
Program
Organizational
Design

- * Racial Equity
- * Interdisciplinary
- * Collaborative
- * Capacity Building
- * Partnerships
- * Coaching
- * Accountability
- * Role Clarity
- * Developmental

Theory of Change: If we provide supports to our centers, and are serving the children who are most in need of the services, and we provide culturally, linguistically responsive supports to children and families, that will result in improved outcomes for children and families.

LONG-TERM OUTCOME: By 2020, at least 85% of *children of color* served by PSESD EL Program will be healthy, feel safe, and meet school readiness standards.

Planning System Goal: PSESD's internal Early Learning Program staff will meaningfully engage families, subcontractor staff, and community partners in the planning process to achieve racially equitable systems for providing high-quality services to children and families.

Professional Development and Learning System Goal: PSESD Early Learning Program provides coaching, training, & technical assistance to internal and direct service staff to ensure culturally & linguistically responsive delivery of education and health & nutrition curricula, and services to families.

System-Level Continuous Improvement Goal: PSESD Early Learning Program regularly assesses system-level work and supports (including professional learning, communication, data use, monitoring, & health/nutrition/safety) to prenatal to 5 direct services to ensure appropriate structures and allotment of effort and fiscal resources.

Increasing Enrollment of Children and Families of Color Goal: PSESD Early Learning Program uses data to increase enrollment of all children of color; including children with disabilities, homeless, and foster children within the communities we serve.