

Problem of Practice: Implementing High Quality EL Programs through the Regional Model



Center Directors Meeting - March 27, 2014

Center Directors Meeting – April 24, 2014

Center Directors Meeting – May 22, 2014

Agenda

Welcome

Educational Leadership Highlights/Panel

Bellevue SD - EL services, Full Day model

Clover Park Tech College – School Readiness Goals Process

Renton SD - Aligned EL services

Problem of Practice: Implementing High Quality EL Programs through the Regional Service Delivery Model, review

BREAK

**Roles and Expectations in the Regional Service Delivery Model,
data review & synthesis**

Program Updates

Educational Leadership Highlights

Bellevue SD - EL services, Full Day model

Clover Park Tech College – School Readiness Goals Process

Renton SD - Aligned EL services

Purpose: Develop a shared understanding of our capabilities and barriers related to the alignment of EL services and an implementation of the Regional Service Delivery Model.

What We Hear:

- Regional Model has transformed relationships
- Dosage and focus of PSESD support have changed
- Alignment of expectations has to be supported with additional resources, e.g. SR/ECEAP
- Center Directors have limited opportunities for input
- Role of Educational Leader needs to be clarified
- Different subcontractors have different systems, resources, and infrastructural supports
- Center Directors meetings need to focus on subcontractors' needs vs. PSESD agenda
- Communication needs to be timely
- Communication loops need to be clarified

Professional Learning Community

Question:

- What do we want to know and be able to do?
- **How would we know if we can or cannot do it?**
- What would we do differently if we can or cannot do it?

Objectives

- Clarify an understanding of the nature, structure, and responsibilities of contractual relationships
- Reinforce a perspective of Collective Responsibility with the focus on eliminating an Opportunity Gap
- Review an evolution of the PSESD support system
- Assess systemic capabilities and challenges related to the core roles and responsibilities

Contractual Relationships

A voluntary, deliberate, interactive and legally binding agreement between two or more competent parties, which is based on reciprocal communication, clear expectations, shared goals, and collective accountability.

Success Criteria

- I have a better understanding of the regional model, and the role of my subcontracting agency in supporting high-quality EL programs.
- I am familiar with the characteristics of a high functioning system *and available resources (e.g. funding)* to support one or more roles of my subcontractor in working with PSESD in Early Learning.
- I know what needs to be done to develop a high functioning system among EL subcontractors – including the responsibilities of subcontractors, PSESD, and our joint responsibilities.

Collective Responsibility – 4300

END: Success For Each Child
and Eliminate the
Opportunity Gap by 2020

Sub-Ends: EACH CHILD WILL:

1

Enter Kindergarten ready to learn

Our goal is that **85% of preschool children** will meet kindergarten readiness standards by 2020



Providing Systems Support



ROLES AND EXPECTATIONS OF Educational Leader in the Regional Model

In Service of Building Systems
Capacity to Implement High Quality
Early Learning Programs

Roles and Expectations in the Regional Service Delivery Model, **Data Review**

- At the March Center Directors meeting, you reflected on how capable your sub-contractor agency is in serving in a variety of roles:
 - Providing oversight and support for the school readiness goals process
 - Managing personnel, including staff supervision and support and professional learning
 - Monitoring compliance with performance standards
 - Using data to inform planning and practice
 - Following up on emerging issues, including those identified at your center and those identified by PSESD
 - Providing administrative and operational oversight

We defined **capable** as:

- A. Having the **skills, knowledge, and comfort** to be able to deliver on the expectations related to each role (*individual level*)

- B. Having **organizational and systemic support – including time, training, staff resources, etc. –** to be able to deliver on the expectations related to each role (*systemic level*)

Sub-Contractor Capability, Data Summary

Subcontractor Roles	% “Capable” or “Very Capable”	% “Somewhat capable” or “Not capable”
School readiness goals process	58%	42%
Staff supervision, support and professional learning	66%	34%
Monitoring compliance	71%	29%
Using data	52%	48%
Following-up on emerging issues	60%	40%
Administrative and operational oversight	65%	35%

N= ~50

Site Level Challenges, Data Summary

- Following the survey, you engaged with colleagues in brainstorming the challenges your sub-contractor agency faces in serving in these roles, and the level of control your program, subcontractor agency, and PSESD have over these challenges.
- Challenges across roles were fairly consistent:
 - Lack of **systems and structures** (at PSESD and sub-contractor agencies) that enable:
 - **Clarity of expectations** associated with these roles
 - **Clear communication** about processes and systems
 - **Training and support** for staff to successfully serve in these roles
 - **Not enough time**
 - **Competing demands**
- At the April meeting, we followed up with a focus on how to work together to build **systems and structures** across all six areas

*When you return from the break, **sit in the same small groups you were in last month.** If you weren't here, **select one of the six roles** you want to work on and sit at that table.*

Small Group Activity Introduction

- Today, we will continue our work from last time to:
 - Define the characteristics of a high-functioning system to support centers' work in each of the six roles/areas
 - Identify what “YOU” (Centers), “WE” (Centers and PSESD) and “I” (PSESD) **need to do** to build these high-functioning systems
- We will also prioritize the highest-need “to do’s” for “YOU”, “WE” and “I” for the coming year

Small Group Activity: Part 1

- Spend 20-25 minutes reviewing and adding to what you did last time, to finalize:
 - The characteristics of a high-functioning system in this area
 - “To-do’s” for “YOU”, “WE” and “I” – review and your work from last time, add any additional “to-do’s” across the three columns, and synthesize themes of to do’s as needed
 - You should have 4-7 total characteristics, with about 10 “to-do’s” in each column for “YOU”, “WE” and “I”

Defining Characteristics and Responsibilities for a High Functioning System

:

- Think individually about what “you” (Centers), “we” (Centers and PSESD), and “I” (PSESD) need to do to achieve each characteristic of a high-functioning system
- Discuss your ideas as a group
- Identify and prioritize common themes and needs within your group
- Write common needs for “you”, “we”, and “I” within each characteristic

Characteristics of a high-functioning system	What do “YOU” (Centers) need to do to get here?	What do “WE” (Centers and PSESD) need to do together to get here?	What do “I” (PSESD) need to do to get here?
Use GOLD to develop SR goals for each child	Support teachers in high-quality observations and timely assessment of each child	Develop clear channels to identify and communicated ongoing and emerging needs re: SR goals process and GOLD	Provide training to CELs on high-quality observations and capabilities of GOLD system
Work closely with families to develop school readiness goals for each child and each family			
Develop site SR goals to guide program goals and activities			
Characteristic #4			
Characteristic #5			

EXAMPLE

Small Group Activity: Part 2

- Spend 15-20 minutes considering implications and priorities from the perspective of your center:
 - Individually review the information on your group's chart. Consider which "to-do's" are the highest priority for your center for "YOU", "WE" and "I" for the coming year
 - Discuss your top priorities within your group
 - Take three sticky dots per person, and put one dot next to your center's highest priority item in each column. All of the items are important; this exercise is to help us focus on the "to-do's" that are most urgent to address in planning for next year
- Each group will report back where priorities are clustered from your group

Next Steps

- Your input on 1) characteristics of high-functioning systems, and 2) what “you”, “we”, and “I” need to do to achieve these systems will inform our planning and priorities for 2014-15
- We intend to focus our support in areas that will help you to build these systems, and welcome your input on how we can best do that

Success Criteria

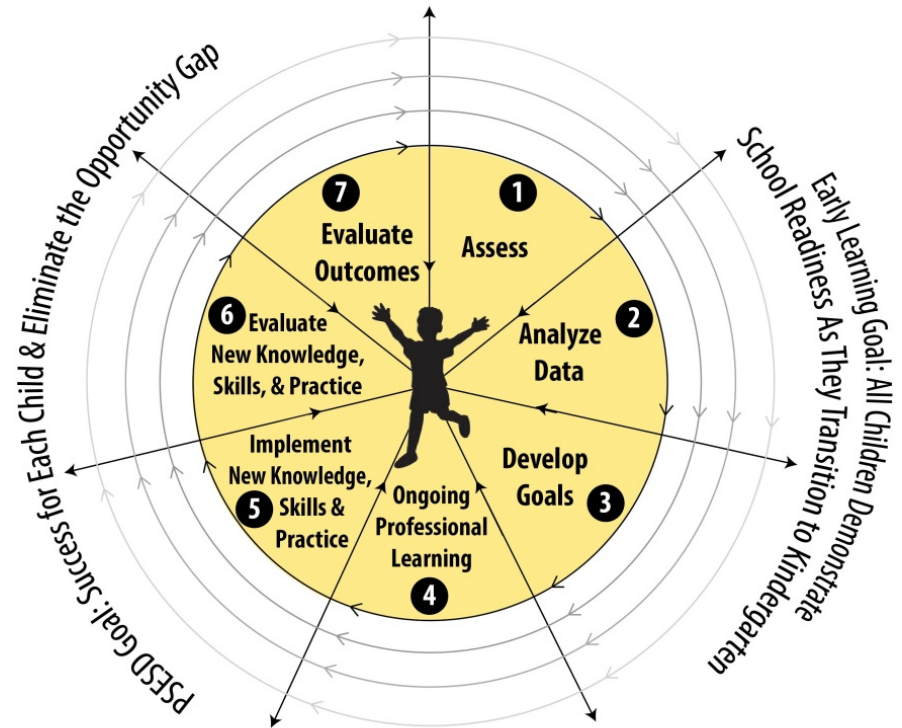
- I have a better understanding of the regional model, and the role of my subcontracting agency in supporting high-quality EL programs.
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Program Updates

- Professional Learning, Talena
- ELMS Support, Nathalie
- Self Assessment, PAD & Guide, Talena
- Summer Programs, Gene
- Other

Professional Learning Update

- EL Integration Timeline:
Establish PL System
- PL Theory of Change
- PL that increases knowledge, skills and practices of staff, which in turn positively impacts outcomes for children and families



2014-15 Training & Meeting Calendar

What we heard: differentiated, choices, variety of modalities, practical application, quality delivery

Givens: New Staff Training, annual trainings, Center Directors, Policy Council, Family Support Trainings, HSAC, etc.

Additional: Center Director PLCs, program-wide focus, variety of offerings for staff and Center Directors, Center-level offerings, etc.

Self-Assessment

- Friday, May 30, 9:00 a.m. to 12:00 p.m.
- Puget Sound ESD
- Culminating event – staff and families to participate in program-wide goal setting process based on data for April focus groups
- Register by the end of the day tomorrow – please send a team.

Stakeholder Meetings

Purpose

To gather input from Center Directors, staff and families regarding what the ESD should consider when making decisions that will further integrate Head Start and ECEAP services.

- Administration
- Education/Special Services
- Family Support
- Health Nutrition