

LEGEND:

Yellow highlights = insertion of new text to original [Action Plan Result](#), page 20.

Red text = Additional partners with a role to play

All footnotes and references from the original Action Plan Results were removed.

RESULT #3

All children and families have access to high-quality opportunities that meet their needs.

Baseline	% or # Change/ date	Headline Indicators (NOTE: The baseline data for all indicators are the latest data available as of March 2014 when the Action Plan was instituted. Items in brackets have been added to clarify the original data parameters for the indicator.)
		% of school districts offering Pre-k.
65 % of 4YO in 2012, 9% in Head Start in Act 62 funded programs. 16% of 3YO in 2012 and 8% in Head Start in Act 62 funded programs.		% of children enrolled in Pre-k programs. (pre-act 166) 65 % of 4YO in 2012, 9% in Head Start in Act 62 funded programs. 16% of 3YO in 2012 and 8% in Head Start in Act 62 funded programs. From BBF's How Are Vermont's Young Children 2014 , page 30
62.62%		62.62% of [ALL] Regulated [and Licensed] early learning and development providers [with at least one = STAR Level in 2014]including after-school care. http://vermontinsights.org/indicators/report/4
		% of families who can access early learning and development opportunities within 5 miles from residence.

Status	Data Development Agenda
	% of families who believe opportunities are affordable.
	% of families who feel able to choose in-home or out-of-home care from 0-8 years.

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
#1: Implement policies that enhance family stability and economic security	a) Explore expansion of the current child care tax credit to all families who utilize nationally accredited or STARS-rated early learning and development programs.	?	?		Agency of Human Services, Building Bright Futures (co-leads for all actions in this strategy)

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	b) Promote initiatives that lead to a livable wage for all families, including annual increases in the minimum wage.	?	?		<u>Additional partners with a role to play:</u> BBF Early Learning & Dev. Cmt Early Childhood Alliance VT State Legislature/Cmts
	c) Strengthen the Reach Up Program based on the recommendations of the Reach Up Work Group.	?	?		Reach-Up Workgroup Family Supportive Housing program Community Housing Grants
	d) Promote initiatives that address homelessness and housing needs for children and families.	?	?		Emergency Solutions Grant Vermont Rental Subsidy Program VT Dept. of Corrections VT Military & Child Care Liaison
	e) Promote initiatives that provide fuel assistance for families with young children.	?	?		LIHEAP Fuel Assistance Seasonal Fuel benefit Crisis Fuel Assistance BBF Regional Councils & Coordinators
	f) Ensure that Building Bright Futures Regional Councils work with diverse partners to develop and track multi-sector measures related to families' economic security, i.e. housing, transportation, fuel, nutrition.	?	?		
#2: Expand access to high-quality services and programs for all families with young children by increasing quality, capacity and affordability	a) Expand access to affordable, high-quality early learning and development programs by: <ul style="list-style-type: none"> Expanding access to and increase rates in the Child Care Financial Assistance Program (CCFAP) 	?	?		Child Development Division/DCF, Building Bright Futures, Vermont Early Childhood Alliance <u>Additional partners with a role to play:</u> BBF Early Learning & Dev. Cmt VAEYC VACCRRA/PCC <u>Additional partners with a role</u>
		Full implementation of Act 166	Fall 2016		

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
	<ul style="list-style-type: none"> Establishing universal Pre-k education in all school districts through qualified public school-based programs and/or partnerships with qualified early learning and development programs and Head Start; encourage partnerships with private full-day/full-year qualified early learning and development programs 				<u>to play:</u> Agency of Education EMTSS Cross-Agency Leadership Team Pre-K Capacity Workgroup Prof Prep & Dev Cmt Starting Points Networks Vermont Birth to Five Let's Grow Kids STARS Coordinators & Oversight Cmt CDD – Licensing BBF Regional Councils & Coordinators
	b) Implement the Promise Communities initiative [ELC Project 24].	<i>Select 4 cohorts of communities to participate in the initiative</i>	Cohort 1 selected in spring 2015 Cohort 2 selected in Spring 2016 Cohort 3 selected in Spring 2017 Cohort 4 TBD		Child Development Division/DCF <u>Additional partners with a role to play:</u> Promise Community Advisory Group BBF Regional Councils & Coordinators Strengthening Families Community Identified Partners
	c) Identify and assess potential areas for investment and/or expansion in early learning and development programs.	Expand capacity to assure access to Head Start/Early Head Start programs for families above 100% of Federal Poverty Level Expand opportunities for learning outside of the school day, including summer, for	? ?		Child Development Division/DCF, Building Bright Futures, Vermont Early Childhood Alliance <u>Additional partners with a role to play:</u> Head Start/Early Head Start VT Afterschool School Superintendents/Principals VT School Board Association

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		<p>children birth through third grade including but not limited to 21st Century After-School grants</p> <p>Expand the Strengthening Families Grant Program, with a focus on continuity of care and affordable access to comprehensive services for families & children with high needs, include family child care homes in partnership with Vermont Birth to Five</p> <p>Expand funding to support multi-generational, community based activities and events.</p>	<p>?</p> <p>?</p>		<p><i>Vermont Family Network VT Federation. Of Families for Children's Mental Health Vermont Birth to Five Starting Points Networks Child Care Providers Association Multi-Generational Centers Integrating Family Services BBF Regional Councils & Coordinators</i></p>
<p>#3: Ensure a continuum of holistic, family-centered services for young children who are experiencing, or are at risk for, developmental delays due to behavioral or physical health concerns, including children with chronic health conditions</p>	<p>a) Support outreach related to the Individuals with Disabilities Act (IDEA) Part C to assure all eligible children are identified early and their families have access to the necessary services and supports.</p>	<p>?</p>	<p>?</p>		<p>Child Development Division/DCF, Agency of Education <i>Additional partners with a role to play:</i> Essential Early Education Integrating Family Services Children's Integrated Services</p>
	<p>b) Leverage federal funding opportunities to promote prevention and early intervention activities which support young children and families.</p>	<p>?</p>	<p>?</p>		<p><i>Vermont Family Network VT Federation. Of Families for Children's Mental Health Parent Child Centers BBF Regional Councils & Coordinators</i></p>

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
	<p>c) Expand the capacity of the current family support networks to do outreach to school- and community-based early childhood programs as a resource to support them in serving children with special needs.</p>	?	?		<p>Help Me Grow</p> <p>Child Development Clinic Maternal Child Health/Children with Special Health Needs Head Start/Early Head Start VT Dept. Mental Health Local Interagency Teams Interagency Coordinating Council Specialized Child Care Advisory Group</p>
<p>#4: Strengthen the quality of early childhood services throughout the early childhood system through a focus on alignment and best practices</p>	<p>a) Use science, research data and promising practices to drive quality, including in programs that serve children with special needs [ELC Project 13].</p>	<p><i>Implementation of Early MTSS model in cohorts throughout each year of the grant</i></p> <p><i>Formalizing definitions of quality based on evidence and research in the areas of:</i></p> <ul style="list-style-type: none"> • <i>Early learning & Dev.</i> • <i>Home visiting</i> • <i>Dev. screenings</i> • <i>Learning opps & skill building for parents</i> • <i>Prenatal care</i> <p><i>Establish common measures & shared outcomes for all home visiting programs based on standards developed by the Home Visiting Alliance</i></p> <p>Determining changes required at the state and/or program level to reflect these agreements</p>	<p><i>Cohort 1 Fall 2014</i> <i>Cohort 2 Fall 2015</i> <i>Future cohorts TBD</i></p> <p>?</p> <p>?</p> <p>?</p>		<p>Child Development Division/DCF, Agency of Education</p> <p><u><i>Additional partners with a role to play:</i></u></p> <p>BBF State Advisory Council Vermont Insights VT Dept. of Health/Maternal Child Health Early Learning and Dev. Cmt Home Visiting Alliance Help Me Grow ELC Grant Implementation Team Early Childhood Interagency Coordinating Team</p> <p>Child Development Division/DCF, Agency of Education</p>

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
	<p>b) Improve teaching practices in early learning and development programs [ELC Projects 13, 14, 15, 16]</p> <p>c) Build alignment among the early childhood sectors, especially early learning and development and K-3 education including the Vermont Early Learning Standards (VELS) and Common Core (see related actions in Result #6) [ELC Projects 9 and 10]</p> <p>d) Implement a PreK-Grade 3</p>	<p>Strengthening Vermont's STep Ahead Recognition System by:</p> <ul style="list-style-type: none"> • Conduct third-party eval. of STARS program • Improve the Environmental Rating Scales (ERS) validity & monitoring system • Implement annual rewards to early childhood educators through STARS program • Sustain annual rewards beyond RTT-ELC funding. <p><i>Launch M.A.T.C.H registry to improve mentoring and coaching services</i></p> <p><i>See info on Apprenticeship, TEACH, and Early Childhood Higher Education Workgroup below</i></p> <p><i>Adopt the newly revised VELs</i></p> <p><i>Draft VT Early Childhood Comprehensive Assessment Plan</i></p> <p><i>Implement new child care</i></p>	<p>?</p> <p>?</p> <p>?</p> <p>?</p> <p><i>Registry launched by 2017</i></p> <p><i>VELS adopted August 2015</i></p> <p><i>Comprehensive Assessment plan fall 2015</i></p> <p><i>Anticipated September 2016</i></p> <p><i>FirstSchool Pilot 2015-2017</i></p>		<p><u><i>Additional partners with a role to play:</i></u></p> <p>VT Dept. of Health/Maternal Child Health ELC Grant Implementation Team Early Childhood Interagency Coordinating Team BBF State Advisory Council BBF Regional Councils & Coordinators Vermont Insights</p> <p>STARS Oversight & Validation Cmts Cross-Agency Comprehensive Assessment Work Group</p> <p>Child Development Division/DCF, Agency of Education</p> <p><u><i>Additional partners with a role to play:</i></u></p> <p>Professional Preparation & Development Cmt (PPD) PPD Think Tank Northern Lights Bright Futures Information System Vermont Birth to Five VAEYC VT Early Learning Standards</p>

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
	<p>approach that aligns curriculum and practices across settings in selected high-needs school communities [ELC Project 23]</p> <p>e) Develop a monitoring system for publicly-funded Pre-kindergarten programs [ELC Project 7]</p>	<p><i>licensing regulations</i></p> <p><i>Conduct FirstSchool pilot with three pilot sites</i></p> <p><i>PreK Monitoring Coordinator Hired</i></p> <p><i>Consultants create recommendations for PreK Monitor system</i></p> <p><i>PreK Monitor System piloted</i></p> <p><i>PreK Monitoring System adopted statewide</i></p>	<p><i>Coordinator hired fall 2015</i></p> <p><i>Recommendations by fall 2016</i></p> <p><i>PreK monitoring pilot 2017</i></p> <p><i>System adopted 2018</i></p>		<p>Work Group</p> <p>State Board of Education Principals Assoc. Superintendents Assoc. Cross-Agency Comprehensive Assessment Work Group</p> <p>Head Start Parent Teacher Assoc. Promise Cmtys Integrating Family Services VT Home Schoolers Network Child Development Division/DCF, Agency of Education <u>Additional partners with a role to play:</u> Cross-Agency Rating/Monitoring WkGp ELC Grant Implementation Team Early Childhood Interagency Coordinating Team Vermont Insights State Board of Education Principals Assoc. Superintendents Assoc STARS Coordinators & Cmts</p>
#5: Ensure quality by adequately supporting the early childhood workforce	<p>a) Equip the early childhood workforce across sectors in the early childhood system with the common knowledge and skills needed to support children's optimal learning and development and family stability [ELC Projects 13,14,15,16]</p>	<p><i>Expansion of the VT Child Care Apprenticeship Program</i></p> <p><i>Launch of T.E.A.C.H Program (Increase access among professionals in the early</i></p>	<p><i>Apprenticeship program expanded 2014- 2017</i></p> <p><i>T.E.A.C.H launched 2014</i></p>		<p>Professional Preparation and Development Committee/Building Bright Futures, Vermont Early Childhood Alliance</p> <p><u>Additional partners with a role to play:</u> Agency of Education Pre-K Capacity Work Group</p>

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
		<p><i>learning and development and K-3 education sectors to higher degrees and early childhood licensure)</i></p> <p><i>Creation of Early Childhood Higher Education Workgroup</i></p> <p><i>Build required common knowledge and skills into each discipline's core competencies and continuing education (CE) requirements</i></p> <p><i>Incrementally increase the number of child care licensors until the state reaches the best practice standard</i></p> <p><i>Build increased cultural and linguistic competency into workforce development</i></p>	<p><i>ECHWEG launch summer 2015</i></p> <p><i>?</i></p> <p><i>?</i></p> <p><i>?</i></p>		<p><i>VT Assoc for the Education of Young Children</i></p> <p><i>Vermont Birth to Five Early Childhood Leadership Institute</i></p> <p><i>Higher Ed Collaborative & Consortiums</i></p> <p><i>Northern Lights - BFIS</i></p> <p><i>VT Child Care Industries Career Council</i></p> <p><i>VT Assoc. Child Care Resource & Referral Agencies</i></p> <p><i>VT Community Loan Fund</i></p> <p><i>Child Development Division/DCF</i></p> <p><i>STARS Coordinators</i></p> <p><i>Project LAUNCH</i></p> <p><i>Help Me Grow and Child Care Wellness</i></p> <p><i>Consultants</i></p>
	<p>b) Increase compensation of and benefits available to the early childhood workforce without creating a cost shift to families</p>	<p><i>Establish baseline comparative wage information by identifying compensation levels within the various sectors of the early childhood workforce</i></p> <p><i>Identify new approaches to increasing compensation and</i></p>	<p><i>?</i></p> <p><i>?</i></p>		<p><i>Professional Preparation and Development Committee/Building Bright Futures</i></p> <p><i><u>Additional partners with a role to play:</u></i></p> <p><i>BBF State Advisory Council</i></p> <p><i>Child Development Division/DCF</i></p> <p><i>PPD Think Tank</i></p>

Strategies	Action Steps	Measures of Progress	Timeframe	STATUS	Lead(s)
		<i>benefits for early childhood workforce, including W.A.G.E.S. and School Readiness Tax Credits.</i>			