



Fairfax County  
Equitable School Readiness  
Strategic Plan  
*Birth to Eight*

# Year One Implementation Plan - Update

## **Successful Children and Youth Policy Team October 3, 2018**

The Fairfax County Equitable School Readiness Strategic Plan lays out a vision and roadmap for ensuring that all young children in Fairfax County have the supports they need to be successful in school and beyond.

Successful implementation will rely on the collaborative efforts and energy of stakeholders across the county – families, professionals, government agencies and their leaders, non-profit organizations, businesses, faith-based institutions, schools and others will all play multiple and important roles in creating a system of supports that ensure that all young children are set for success.

The Equitable School Readiness Strategic Plan Implementation Planning Team has identified actions and activities for the first year of implementation.

# Strategy 1

Establish meaningful partnerships with families to grow school readiness opportunities in all communities and support children's optimal development in all settings.

<b>Action 3</b>	Involve families as partners with other school readiness stakeholders (educators, principals, policy makers, etc.) in data analysis and review, action planning, decision making, implementation and evaluation.
<b>Activity</b>	Bring the Equitable School Readiness Strategic Plan to the community for ongoing input and decision making.
<b>Alignment with Other Plans</b>	Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Department of Housing and Community Development, Fairfax County Public Schools, Northern Virginia Association for the Education of Young Children, Office for Children, and Opportunity Neighborhood
<b>Resources</b>	Existing
<b>Outcomes</b>	Continuous family input informs the quality, equity, and effectiveness of programs and services.
<b>Update</b>	The ESRSP has been shared with families on the Head Start Policy Council and the SACC Parent Advisory Council, and with community members through the School Readiness Community Collaborative Council and the Neighborhood School Readiness Teams. Plans are being developed to share the ESRSP with additional families and community members and provide opportunities for ongoing engagement.



# Strategy 1

Establish meaningful partnerships with families to grow school readiness opportunities in all communities and support children's optimal development in all settings.

<b>Action 5</b>	Partner with families to support children's executive function skills through Mind in the Making and other initiatives and strategies.
<b>Activity A</b>	Create additional parent-child play groups in Fairfax County Public Schools that support children's social and emotional competencies.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools
<b>Resources</b>	\$10,000 <b>Update: Funded by FCPS</b>
<b>Outcomes</b>	Children will demonstrate gains in executive function skills including self-regulation. Families will demonstrate increased abilities to support their children's resiliency skills and total protective factors.
<b>Update</b>	<b>The parent-child playgroups were facilitated at two elementary schools in the high-need communities of Falls Church and Herndon. Family interviews were conducted in June, 2018. The survey results showed that playgroup participants' knowledge and understanding of how to interact with their child increased and that families were more connected to community members and resources. The groups will continue in FY19.</b>

# Strategy 1

Establish meaningful partnerships with families to grow school readiness opportunities in all communities and support children's optimal development in all settings.

<b>Action 5</b>	Partner with families to support children's executive function skills through Mind in the Making and other initiatives and strategies.
<b>Activity B</b>	Bring Mind in the Making to RestON by providing a parent workshop series on the Seven Essential Life Skills to two neighborhoods and hosting a community-wide Mind in the Making awareness event.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Cornerstones/RestON, Fairfax County Public Schools, and Office for Children
<b>Resources</b>	Existing
<b>Outcomes</b>	Families will demonstrate increased abilities to support children's development of the Seven Essential Life Skills (taking on challenges, self-directed and engaged learning, focus and self-control, perspective taking, making connections, critical thinking, and communicating).
<b>Update</b>	<b>Two MITM series were provided for families in the RestON community. The series were provided at Dogwood Elementary School and at the Cedar Ridge Community Room. Families provided positive feedback about their understanding of the Seven Essential Life Skills and how they are able to utilize the information at home. Additional MITM series have been requested by families and principals.</b>

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 1</b>	Implement the Early Development Instrument (EDI) to understand the quality and availability of school readiness supports and services.
<b>Activity</b>	Pilot the EDI in an identified neighborhood to obtain population level data on percentages of children who are developmentally vulnerable and utilize data to inform equitable decision-making regarding the provision of school readiness supports and services.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Health and Human Services Resource Plan Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools and Office for Children
<b>Resources</b>	\$76,000 <b>Update: County funding provided for EDI; FCPS funding provided for substitute staff required for implementation in FY19.</b>
<b>Outcomes</b>	County will have population level data on percentages of children who are developmentally vulnerable in the five EDI domains (physical health and well-being, social competence, emotional maturity, language and cognitive skills, communication skills and general knowledge) and areas of need will be identified.
<b>Update</b>	<b>County and FCPS are contracting with the UCLA Center for Healthier Children, Families and Communities to implement the EDI. FCPS will gather EDI data in Spring 2019 in nine pyramids across the county. All kindergarten teachers in the nine identified pyramids will complete the survey on all kindergarten students. The elementary schools in the remaining 15 pyramids will participate in FY20 or FY21.</b>

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 2</b>	Increase the supply, access and affordability of quality early childhood programs.
<b>Activity</b>	<p>Serve approximately 149 additional young children in high quality, comprehensive early childhood programs in community-based settings and FCPS classrooms (54 children in community-based settings, approximately 95 children in existing FCPS classrooms.)</p> <ul style="list-style-type: none"> <li>• Eligible children will participate in a full-day early childhood program.</li> <li>• Programs will partner with families to support children’s success.</li> <li>• Health, mental health, and developmental screenings will identify any need for early intervention.</li> </ul>
<b>Alignment with Other Plans</b>	<p>Health and Human Services Resource Plan            Ignite, FCPS Strategic Plan            One Fairfax Policy            Strategic Plan to Facilitate the Economic Success of Fairfax County</p>
<b>Responsible</b>	Community early childhood programs, Fairfax County Public Schools and Office for Children.
<b>Resources</b>	<p>County: \$810,000    FCPS: \$231,000</p> <p><b>Update: County funding provided \$540,000 to serve 36 additional children in community programs; FCPS students were funded with the VPI grant and existing local funds.</b></p>
<b>Outcomes</b>	Additional children served in a mixed delivery system.
<b>Update</b>	<b>County and FCPS are currently recruiting and enrolling children.</b>

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 5</b>	Increase awareness of and access to early intervention programs and services, including existing and new programs and supports that address identified needs.
<b>Activity</b>	Expand Nurse-Family Partnership by two nurse home visitors to address inequities in maternal child outcomes in the Herndon-Reston area, serving 50 additional families.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Health and Human Services Resource Plan Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Health Department
<b>Resources</b>	\$248,000 <b>Update: Funded by Fairfax County</b>
<b>Outcomes</b>	Improved health, educational and economic outcomes for first time mothers with low income who are at highest risk for poor birth outcomes. <ul style="list-style-type: none"> <li>• Percentage of babies born full term</li> <li>• Percentage of babies born at a healthy weight</li> <li>• Percentage of mothers initiating breastfeeding</li> <li>• Percentage of infants up-to-date on immunizations</li> <li>• Percentage of enrolled mothers over 18 years of age working at 24 months postpartum</li> </ul>
<b>Update</b>	<b>Health Department is hiring two new nurses for the Herndon-Reston NFP program.</b>



# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 6</b>	Expand and promote the use of developmental and social emotional screeners (e.g. ASQ-3, ASQ-SE, AEPS, DECA, ACES, etc.) among all early childhood programs, and use screener data to inform the provision of services for individual children and families.
<b>Activity</b>	Promote the use of the ASQ-3 and ASQ-SE developmental and social emotional screeners throughout the county to increase early identification and intervention.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Health Department, Infant and Toddler Connection, Fairfax County Public Schools and the Office for Children
<b>Resources</b>	Existing
<b>Outcomes</b>	Increased number of children identified for and receiving early intervention services. Increased number of early childhood programs using and promoting developmental and social emotional screeners.
<b>Update</b>	<b>Fifteen staff from the Office for Children and Health Department have been certified as trainers on the implementation of ASQ-3 and ASQ-SE. The ESRSP Implementation Planning Team will develop a plan for bringing the training to the community.</b>

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 7</b>	Create an equity-focused culture among stakeholders and the public to include using an equity tool to guide decision-making for all early childhood programs, services and policies.
<b>Activity</b>	Engage and support community, FCPS and county partners in using the School Readiness Equity Tool.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools, Northern Virginia Association for the Education of Young Children and Office for Children
<b>Resources</b>	Existing
<b>Outcomes</b>	Increased number of community, FCPS and county partners using an equity lens when making policy and program decisions.
<b>Update</b>	<b>Fairfax Futures is seeking grant funding to support test implementation of the SR Equity Tool in Opportunity Neighborhoods.</b>

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 9</b>	Create a system for prevention-focused early childhood mental health consultation services to support children’s successful participation in early childhood education programs and eliminate expulsion and suspension practices.
<b>Activity</b>	Develop an Early Childhood Mental Health Consultation System for community early childhood programs to increase capacity of programs and competencies of educators to support children’s successful social and emotional development and executive functioning skills. Approximately 50 early childhood programs will participate over the course of one year.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Health and Human Services Resource Plan Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools, Healthy Minds Fairfax, Northern Virginia Association for the Education of Young Children, and Office for Children
<b>Resources</b>	\$170,000 <b>Update: Not funded</b>
<b>Outcomes</b>	<p>Child Outcomes:</p> <ul style="list-style-type: none"> <li>Gains in socialization, emotional competence and communication</li> </ul> <p>Staff Outcomes:</p> <ul style="list-style-type: none"> <li>Increased demonstration of best practices for supporting young children’s behavioral health</li> <li>Enhanced communication with families</li> </ul> <p>Program Outcomes:</p> <ul style="list-style-type: none"> <li>Changes in environment and teaching practices which support children’s social emotional well-being</li> <li>Decreased numbers of children suspended/expelled for behavior</li> </ul>
<b>Update</b>	<b>A 48-hour Social Emotional Competencies Certificate Program has been developed and is being provided for early childhood professionals beginning September 2018. RFP for mental health specialists to be released Fall 2019. Funding is needed to establish the ECMHCS.</b>

# Strategy 3

Foster quality and effective professional learning in all early childhood programs and services.

<b>Action 1</b>	Establish a countywide early childhood professional learning coordinating council to support professional learning and alignment with quality indicators within the early childhood community.
<b>Activity</b>	Identify and convene professional learning partners and stakeholders to support early childhood educators in obtaining competencies to provide developmentally appropriate and culturally responsive experiences for young children and their families.
<b>Alignment with Other Plans</b>	Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools, higher education and community stakeholders, Northern Virginia Association for the Education of Young Children, and Office for Children.
<b>Resources</b>	Existing
<b>Outcomes</b>	Professional learning coordinating council established and supporting professional learning and alignment with quality indicators.
<b>Update</b>	<b>The ESRSP Implementation Planning Team will begin developing the work of the Council and identifying members Spring 2019.</b>



# Strategy 3

Foster quality and effective professional learning in all early childhood programs and services.

<b>Action 6</b>	Pursue strategies that link competencies and effective practices to higher compensation, including benefits.
<b>Activity</b>	Continue county participation in The Washington Region Early Care & Education Workforce Network, which focuses on mapping competency-based career pathways that are linked to quality and compensation and can be used across the region.
<b>Alignment with Other Plans</b>	Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax Futures and Office for Children
<b>Resources</b>	Existing
<b>Outcomes</b>	Competency-based career pathways linked to quality and compensation used countywide.
<b>Update</b>	<b>Fairfax County continues to participate on the Washington Region Early Care &amp; Education Workforce Network. The Network is developing a Career Pathway that links competencies to compensation for the DC region.</b>

# Strategy 4

Promote equity-focused planning and decision making, as well as shared accountability, through the use of data.

<b>Action 1</b>	Create a comprehensive plan for a countywide school readiness data system informed by parents and other stakeholders that uses data related to early childhood programs and services including supply and demand, program quality and population-level child and family outcomes.
<b>Activity</b>	Initial data gathering and planning.
<b>Alignment with Other Plans</b>	Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Office for Children
<b>Resources</b>	Virginia Early Childhood Foundation grant
<b>Outcomes</b>	Increase data available to share with the community and inform decision-making regarding school readiness.
<b>Update</b>	<p><b>A five-year data capacity plan was developed for identifying and gathering data relevant to promoting children's school readiness.</b></p> <ul style="list-style-type: none"><li><b>An inventory of publicly available data will support the implementation of the plan.</b></li></ul>

# Strategy 5

Nurture a whole community commitment to school success for all children.

<b>Action 4</b>	Partner with families, businesses, faith-based organizations, early childhood professionals, community groups, libraries, schools, government and others to collectively develop strategies and structures that build community, social connections, and the sense of belonging and support for all Fairfax County families (e.g., learning about child development via social interactions at parks, malls, schools).
<b>Activity</b>	Inform land use and development policy and practice to support the creation of the Master Development Plan for the redevelopment of Original Mount Vernon High School and surrounding area to provide an early childhood education system responsive to community needs.
<b>Alignment with Other Plans</b>	Health and Human Services Resource Plan Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Department of Public Works and Environmental Services
<b>Resources</b>	Existing
<b>Outcomes</b>	New resources including early childhood programs, supports and services that meet the needs of families exist in the Mount Vernon community.
<b>Update</b>	<b>The Master Development Plan for OMVHS includes space for an early childhood program and professional learning opportunities for educators.</b>

# FY 2020 Funding Requests

- Partner with families to support children's executive function skills through Mind in the Making and other initiatives and strategies.
- Implement the Early Development Instrument (EDI) to understand the quality and availability of school readiness supports and services.
- Create a system for prevention-focused early childhood mental health consultation services to support children's successful participation in early childhood education programs and eliminate expulsion and suspension practices.
- Increase the supply, access and affordability of quality early childhood programs.



# Strategy 1

<b>Action 5</b>	Partner with families to support children’s executive function skills through Mind in the Making and other initiatives and strategies.
<b>Activity A</b>	Develop an additional five family-child playgroup facilitators to support children’s social and emotional competencies and expand the number of playgroups to serve approximately 200 additional children and families in approximately 10 high needs communities.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools
<b>Resources</b>	FCPS: \$80,000
<b>Outcomes</b>	Children will demonstrate gains in executive function skills including self-regulation.  Families will demonstrate increased understanding of how to support their children’s resiliency, self-regulation, numeracy and literacy skills.

# Strategy 2

<b>Action 1</b>	Implement the Early Development Instrument (EDI) to understand the quality and availability of school readiness supports and services.
<b>Activity</b>	Continue to pilot the EDI in additional seven to eight identified neighborhood/pyramids to obtain population level data on percentages of children who are developmentally vulnerable and utilize data to inform equitable decision-making regarding the provision of school readiness supports and services.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Health and Human Services Resource Plan Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools and Office for Children
<b>Resources</b>	FCPS: \$15,000
<b>Outcomes</b>	County will have population level data on percentages of children who are developmentally vulnerable in the five EDI domains (physical health and well-being, social competence, emotional maturity, language and cognitive skills, communication skills and general knowledge) and areas of need will be identified.

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 2</b>	Increase the supply, access and affordability of quality early childhood programs.
<b>Activity</b>	<p>Continue to serve young children in high quality, comprehensive early childhood programs in community-based settings and FCPS classrooms (72 children in community-based settings, and 54 children in existing FCPS PreK classrooms.)</p> <ul style="list-style-type: none"> <li>• Eligible children will participate in a full-day early childhood program.</li> <li>• Programs will partner with families to support children’s success.</li> <li>• Health, mental health, and developmental screenings will identify any need for early intervention.</li> </ul>
<b>Alignment with Other Plans</b>	<p>Health and Human Services Resource Plan                  Ignite, FCPS Strategic Plan                  One Fairfax Policy                  Strategic Plan to Facilitate the Economic Success of Fairfax County</p>
<b>Responsible</b>	Community early childhood programs, Fairfax County Public Schools and Office for Children.
<b>Resources</b>	<p>County: \$1,310,400 - Serve 72 children in community programs</p> <ul style="list-style-type: none"> <li>○ Expansion of community PreK slots (36)</li> <li>○ Continuation of VPI+ in community programs (36)</li> </ul> <p>\$ 133,079 - Child Care Specialist II and Admin Assistant II (part-time) for management of the proposed 72 and current 36 slots, including recruitment, onsite monitoring and technical assistance.</p> <p>FCPS: \$ 650,300 - Funding for FCPS to continue to operate its three VPI+ classrooms. This includes nine positions and operating costs.</p>
<b>Outcomes</b>	Additional children served in a mixed delivery system.

# Strategy 2

Provide equitable offerings of high-quality early development and learning experiences and related school readiness supports throughout the county.

<b>Action 2</b>	Increase the supply, access and affordability of quality early childhood programs.
<b>Activity</b>	Fund the Child Care Assistance and Referral (CCAR) provider maximum reimbursable rate (MRR) increase, which went into effect in September, 2018, and increased rates an average of 31 percent. The new rates improve affordability for families and support quality care, as well as provide a seamless system for families and child care programs participating in CCAR. Funding would also support an increase in service levels.
<b>Alignment with Other Plans</b>	Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Office for Children
<b>Resources</b>	County: \$1,000,000 - This funding will enable CCAR to maintain current service levels while implementing the new MRR. It will also help to address costs of new eligibility policies and may also provide for an increase in service levels to eventually return to prior year enrollment levels.
<b>Outcomes</b>	CCAR maintains or increases service levels.



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<b>Action 9</b>	Create a system for prevention-focused early childhood mental health consultation services to support children’s successful participation in early childhood education programs and eliminate expulsion and suspension practices.
<b>Activity</b>	Develop an Early Childhood Mental Health Consultation System for community early childhood programs to increase capacity of programs and competencies of educators to support children’s successful social and emotional development and executive functioning skills. Approximately 50 early childhood programs will participate over the course of one year.
<b>Alignment with Other Plans</b>	Children's Behavioral Health System of Care Blueprint Health and Human Services Resource Plan Ignite, FCPS Strategic Plan One Fairfax Policy Strategic Plan to Facilitate the Economic Success of Fairfax County
<b>Responsible</b>	Fairfax County Public Schools, Healthy Minds Fairfax, Northern Virginia Association for the Education of Young Children, and Office for Children
<b>Resources</b>	County: \$170,000
<b>Outcomes</b>	<p>Child Outcomes:</p> <ul style="list-style-type: none"> <li>• Gains in socialization, emotional competence and communication</li> </ul> <p>Staff Outcomes:</p> <ul style="list-style-type: none"> <li>• Increased demonstration of best practices for supporting young children’s behavioral health</li> <li>• Enhanced communication with families</li> </ul> <p>Program Outcomes:</p> <ul style="list-style-type: none"> <li>• Changes in environment and teaching practices which support children’s social emotional well-being</li> <li>• Decreased numbers of children suspended/expelled for behavior</li> </ul>

# Ongoing Planning Work

The Equitable School Readiness Strategic Plan seeks to advance racial and social equity so that every family has high quality ECE programs in the settings that best meet their family's needs. The implementation of the ESRSP recognizes that for all young children to thrive, some children and their families may need more supports than others. Eliminating disparities in access, affordability and quality of early childhood services improves outcomes and benefits the whole community.

Board of Supervisors FY 2020 Budget Guidance requests development of an expanded, universal system of early childhood services.

## **FY 2019 Actions**

1. Develop and implement a point in time survey of early childhood programs to:
  - Address gaps in data identified in ESRSP planning process
  - Provide baseline and ongoing data
2. Map County and FCPS fiscal resources for children birth to eight
3. Research Virginia and other community universal PreK models (i.e., Buncombe County, NC; Washington, DC; New York, NY)

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