



Consulting

7/26/23

Colorado Early Childhood System Strategic Planning

Strategic Planning
Working Group Meeting



Agenda

- Introduction
 - Start Early
 - Relationship Builder: Role of the Working Group
- Guiding Principles and Values
- Strategic plan process overview
 - Purpose and Scope
 - Activities / Feedback on Process
 - Phase 1: Gather Information
 - Partner Engagement
 - Inventory of Plans
 - Phase 2: Update Goals and Strategies
 - Phase 3: Finalize and Add Detail
 - Phase 4: Package, Endorse, Promote
- Vision Setting for Colorado's Future
- Closing/Next Steps

Who We Are: Champions of Early Childhood



Role of the Strategic Plan Working Group

The primary goal of the Colorado Strategic Plan Working Group is to provide input and feedback on the new strategic plan goals, objectives, strategies, KPIs, and branding.

How do you conceptualize your role? Tell us a bit about your “Why”.

- In triads, each person is asked to:
 - Provide a 5 second introductory bio (name, pronouns, organization/affiliation, etc.)
 - Respond to one of the following prompts OR share what feels right to you!
 - What do you see as your unique role in moving this work forward?
 - What lived experience and expertise do you bring to this work?
 - How do you specifically define your commitment?

After returning from breakout groups, we will ask you to share something new that you learned about a fellow Working Group member.

Purpose of Updating Strategic Plan

- To reflect progress that has been made since the original drafting of the strategic plan
- To build on new needs assessment
- To better integrate equity in the strategic plan
- To expand the scope from birth-to-five to prenatal-to-five and to include other sectors beyond but related to early care and education
- To integrate goals and strategies from the broad array of CO plans related to early childhood that currently exist – the “plan of plans”

Guiding Principles/Values for this Process

- Let's make space to define shared principles/values that will guide this process of updating the strategic plan. For example:
 - **Equity**
 - Whole child focus
 - Engaging families as partners, leaders, and advocates
 - Cultural and linguistic responsiveness
 - Inclusiveness
 - Accountability
- There are great resources in CO to pull from already!
 - [CO Early Childhood Family Engagement Framework](#)
 - Draft updated Early Childhood Colorado Framework
 - CDEC is working on its own set of values

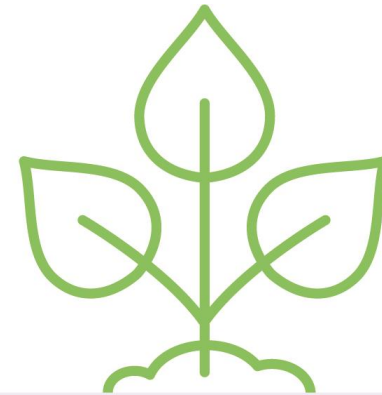
Our distinct approach to building equity & quality



CO-CREATE
SOLUTIONS



CENTER FAMILY &
PROVIDER VOICES



DESIGN FOR
SUSTAINABILITY

Overview of Strategy Development Process



Overview of Strategy Development Process: Phase 1



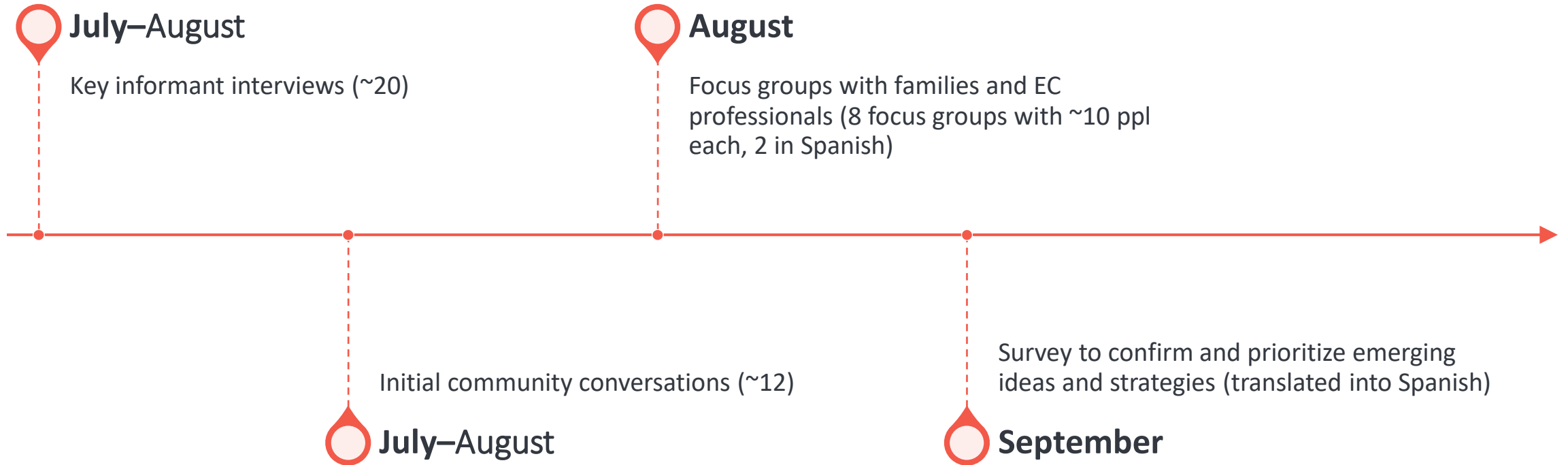
Gather Information

Jul – Sept.

Activities

- Convene Strategic Planning Working Group (today!)
- Map out strategy development process including:
 - Feedback Schedule
 - Alignment Communications Plan
 - Partner Engagement Plan ([draft](#))
- Engage partners
 - Gather information about progress of current strategies
 - Facilitate partner discussions/collect direct feedback
 - Aggregate and analyze input

Partner Engagement Activities



Initial Community Conversations

Partner Group	Initial Conversation Dates
ECLC Program Quality and Alignment (PQA) Subcommittee	7/14
ECLC Early Childhood Comprehensive Systems Working Group (ECCS)	7/25
Family Voice Council (FVC)	7/17, 8/17
Preschool Development Grant (PDG) Implementation Team	8/7
CO Department of Early Childhood (CDEC) State Intermediaries Quarterly Meeting	8/11
CDEC staff	8/31
Other Key Partners to Engage: <ul style="list-style-type: none"> • ECLC Home Visiting Investment Strategy Working Group • ECLC Data and Evaluation Subcommittee • Family Resources Centers Association • Early Childhood Council Leadership Association • Partnership for Thriving Families Leadership Team 	TBD

Additional Phase 1 Activities to Gather Information

- Review relevant early childhood strategic plans and draft themes document
- Review needs assessment, evaluation, new EC system framework, etc.

What other plans should be included in our review and incorporated into or aligned with the new EC system strategic plan?

- Review the [EC Plan Inventory](#) and add your suggestions there.

Milestones and Engagement of SP Working Group

- Initial findings from Needs Assessment available from CHI (7/30/23)
- Early Childhood Colorado Framework finalized by SRC (8/23)
- Early Childhood plan review and themes document complete (8/23/23)
- **End of August SP working group meeting**- discuss above and implications for new SP goals, strategies, and objectives
- Key informant interviews, focus groups, and initial community conversations complete (8/31)
- **Mid-September SP Working group meeting**- partner engagement update, discuss implications for SP plan, branding ideation
- Survey window opens/closes (9/13 - 9/27)
- Partner Engagement Findings Report draft (10/9)

Overview of Strategy Development Process: Phase 2



Update Goals & Strategies

Aug. - October

Activities

- Work with graphic designer on refreshed Strategic Plan title, tagline, brand colors/design elements for Strategic Plan At-A-Glance and Report
- Draft Strategic Plan At-A-Glance goals, objectives, strategies
- Draft Key Performance Indicators (KPIs)

Note: This timeline may shift. The timing of activities and engagement of various groups should be considered tentative.

Milestones and Engagement of SP Working Group

- **October SP Working group meeting-** Use all information gathered to draft Strategic Plan At-A-Glance with new and updated strategies to address current needs and advance equity; Discuss branding title, tagline, design elements
- Share emerging draft Strategic Plan At-A-Glance with Family Voice Council and ECLC (10/26) and receive feedback
 - Draft Workforce Plan by Early Milestones (10/26)
 - Final Needs Assessment report by CHI (10/30)

Overview of Strategy Development Process: Phase 3

Finalize & Add Detail

Nov. – Jan.

Activities

- Incorporate ECLC, FVC, and other feedback into draft Strategic Plan
- Share draft with CDEC leaders and incorporate their feedback
- Confirm Key Performance Indicators (KPIs) for Strategic Plan and process for managing progress on strategic plan using KPIs
- Draft Strategic Plan Report (includes description of process, rationale)

Milestones and Engagement of SP Working Group

- **November SP Working Group meeting (or asynchronously)** finalize content
 - Strategic Plan At-A-Glance content ready graphic design (11/30)
 - Share designed Strategic Plan At-A-Glance with ECLC and receive feedback (12/21)
 - Final Workforce Plan by Early Milestones endorsement (12/21)

Overview of Strategy Development Process: Phase 4



Package,
Endorse,
Promote

Nov - Dec

Activities

- Incorporate final ECLC feedback, complete final SP report
- Complete graphic design
- Translate Strategic Plan At-A-Glance and Report into Spanish
- Draft partner register, promotion plan, and promotional deliverables

Milestones

- Partner register and promotion plan complete (1/15)
- Designed Strategic Plan At-A-Glance in English and Spanish complete (2/2)
- Designed Strategic Plan Report in English and Spanish complete (2/15)
- ECLC Endorsement of Strategic Plan (2/22)

Start Early / Working Group Engagement Recap



Strategic Planning Process Reflections

What are other thoughts and suggestions for Colorado's strategic planning process do you have?

- Continue to add your feedback to the [JamBoard](#).
- Are there any critical considerations to note and discuss?

Envisioning the Future

- **What is your vision for Colorado's prenatal to five system?**

- In **2-3 words/phrases**, add your descriptors to the [Menti-meter](#).

Note: We will revisit these in our September rebranding discussion-- but in the meantime, we'd like to make space for you to expand on your thoughts...

What are you Hopes and Dreams for the Future

- Vision Setting Breakouts ([JamBoard](#))

Closing/Next Steps

- Continue to share your feedback:
 - [Guiding Principles/Values Padlet](#)
 - [EC Plan Inventory](#)
 - [Jamboard](#)
 - Strategic Plan Process: Hopes, Dreams, Fears
 - Vision Board
- Reach out to us directly with questions! Contact info on next slide.

Upcoming:

- Expect outreach from Susanne Beilmann regarding scheduling future meetings, including our retreat. Feel free to reach out to her if you have any questions!
- We will continue to engage you asynchronously with updates on the Strategic Plan At-A-Glance



Every child has equitable opportunity to reach their full potential to thrive in school and in life.

[StartEarly.org/Consulting](https://www.startearly.org/Consulting)

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