

# Early Learning Pathway to Change: Vision, Theory and Program 5-year goals

- \* **AGENCY END** Success for each child & eliminate the opportunity gap by leading with racial equity.
- \* **PSESD Racial Equity Strategic Directions and Measures of Progress:**
- \* **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, authentic and mutually accountable partnerships with communities, families, and partners.

## Key Tenets 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 and families who are most in need of the services, and we provide racially equitable, and culturally and linguistically responsive supports to children and families, that will result in improved outcomes for children and families.

**LONG-TERM OUTCOME:** By 2022, at least 85% of *children of color* served by PSESD EL Program will meet school readiness standards for development, health, and wellness.

### **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 children of color & children impacted by the opportunity gap, including children with disabilities, experiencing homelessness, &/or foster children in communities we serve.