

Pathway to Change

Puget Sound ESD Early Learning



Pathway to Change Goals

Planning Systems

PSESD Early Learning internal 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. [aligns with I302.102 (a) (1)]

Professional Development and Learning

PSESD Early Learning provides coaching, training, and technical assistance to internal and direct service staff to ensure culturally and linguistically responsive delivery of education, health, and nutrition curricula, and services to families. [aligns with I302.102 (a) (2) and I302.102 (a) (4)]



Pathway to Change Goals continued

System-Level Continuous Improvement

PSESD Early Learning regularly assesses system-level work and supports (including professional learning, communication, data use, monitoring, and health/nutrition/safety) to prenatal to 5 direct services to ensure appropriate structures and allotment of effort and fiscal resources. [aligns with 1302.102 (a) (2)]

Prioritized Enrollment of Children Impacted by Opportunity Gap

PSESD Early Learning uses data to ensure the enrollment of children impacted by the opportunity gap within the communities we serve, including all children of color, children with disabilities, those who are unhoused, and who are in foster care. [aligns with 1302.102 (a) (1)]

Equity in Education

PSESD is an Agency that is committed to becoming an Anti-Racist Multicultural Organization to eliminate opportunity gaps. In Early Learning, our contribution to the agency's end is to disrupt white supremacy and lead with antiracism practices to create towards liberation. [aligns with 1302.30]

5-Year Program Goals



Community Assessment

PSESD Early Learning will conduct a thorough community assessment every 5 years, with annual updates of the collected data. Traditionally, we have collected data for North King, South King, and Pierce County, which are large geographic areas. While we serve children and their families throughout both King and Pierce, collecting data at a county level was not sufficient in supporting our understanding of individual cities and smaller communities. We will assist program staff in coordinating their efforts to gather information required for a more localized community assessment by gathering data at a sub-regional level with the intent of engaging closer to the actual population we serve. We will utilize a racial equity lens in the design and collection of community assessment data and will support site staff to do the same. We will also work with staff to make improvements to current programming based on data gathered that more closely represents their community.

Data Monitoring and Systems Improvement

PSESD collects high-quality data that is essential to tracking progress toward child and family outcomes, as well as for continuous quality improvement for centers/sites. We will prepare, collect, aggregate, and analyze data on a regular basis and share this data quarterly to internal staff, external staff, Policy Council, and the governing board. The data will guide the process in developing activities that support meeting School Readiness Goals and other expected outcomes. We are committed to quality and continuous documentation of services throughout the year and especially during extraordinary circumstances that temporarily or permanently change service delivery. We will use data collected and proper documentation to assess strengths, needs and challenges.

Expansion of Quality Services

PSESD Early Learning is actively engaged in subcontractor relationships across King and Pierce County. We will continue to assess our current partnerships and make shifts and changes as needed to meet the needs of individual communities. We will identify new partners based on community need and alter existing partnerships in other communities based on implications such as gentrification and/or competition in types of care. Washington State Preschool [Early Child Education Assistance Program (ECEAP)] is expanding 3,000 slots each year over the next 5 years. We consider preparation for ECEAP expansion a priority as we seek additional partnerships in areas that show a growth in children and families that require care.

Strengthening Culture

PSESD Early Learning is intentionally working to strengthen our culture by creating an environment of inclusion, belonging, and safety by leading with racial equity. Additionally, we are committed to flexibility in service delivery and accountable to creating and maintaining an environment where staff are responsive to each other and use reflective practice in their work.

5-Year Program Goals continued

Mental Wellness

PSESD Early Learning will create a program-wide culture that promotes children and staff's mental health, social and emotional well-being, and overall health.



School Readiness Goals

01

Children will demonstrate receptive and expressive language skills and communication strategies in their home language, as well as in English.

02

Children will be able to appropriately manage, express, and respond to a wide range of emotions.

03

Children will use and understand language for conversation and communication to express their needs and wants, and to engage with others.

04

Children will be able to show an increasing ability to form, engage, and maintain positive and healthy relationships with adults.

05

Children will demonstrate increased concentration, continued physical health, and consistent attendance in program activities, increasing their ability to explore and have initiative and curiosity with others and the environment. Parents and families will engage in learning and understanding health requirements and safety practices for their children.

