

# Caswell County Partnership for Children Smart Start Final Activity Report Fiscal Year 2011-2012



Author:

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With an introductory letter from  
Pat Warren, Board Chair

October 1, 2012

*Caswell County Partnership for Children brings together families, educators, churches, businesses, government, and other community resources to provide children and their families the services and support to assure that all children will be healthy and able to reach their fullest potential.*

## Acknowledgements:

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Sandra Hudspeth, Executive Director  
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Tyrone Graham, Program Specialist

*This report is limited to funds provided by Smart Start which targets children birth to five, not yet in Kindergarten. Therefore, additional committees, staff and activities for older children are part of CCPFC but are not included here. This report was based in large part after the 2010-11 report.*



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Special letter from Pat Warren, Board Chair:

September 24, 2012

Dear Citizens of Caswell County,

We are pleased to present the 2011-2012 Annual Report for the Caswell County Partnership for Children. As in past years, we remain quite proud of our accomplishments.

Since 1998, when we received our first allocation of Smart Start funding for Caswell County's children from birth to age 5, we have been dedicated to serving the children of Caswell County by providing fiscal and administrative management of Smart Start and NC Pre-Kindergarten funds. Along with the various services provided to children birth to age 5, we have also made great strides toward aiding children ages 6 to 18 with our current Adolescent Pregnancy Prevention programs and administrative and oversight services for the Casville Youth Initiative.

The Caswell Partnership for Children is positively affecting Caswell County's economy by adding over 8.2 million dollars to the Caswell County economy through Smart Start funds and various grants. We are also having positive effects on Caswell County's business community by providing dependable childcare, educational improvement, transportation, family support and childcare financial assistance. These factors potentially increase employee morale and decrease absenteeism and tardiness in the workforce.

We are particularly proud that we are able to offer these services with a perfect record of no audit findings from the Office of the State Auditor.

Our accomplishments have come to fruition due to our professional staff and our dedicated service providers and as well as due to the dedicated volunteer efforts of our Board of Directors and our various committees.

We continue to grow by assessing our needs and accomplishments. We invite you to share our enthusiasm by contributing in any manner that you can, either financially or by volunteering your time. We also welcome your input on how we can further accomplish our important mission of working toward insuring a positive future for Caswell County's children of all ages. We certainly hope to hear from you!

Sincerely,

Patricia Warren, Chair  
Caswell County Partnership for Children



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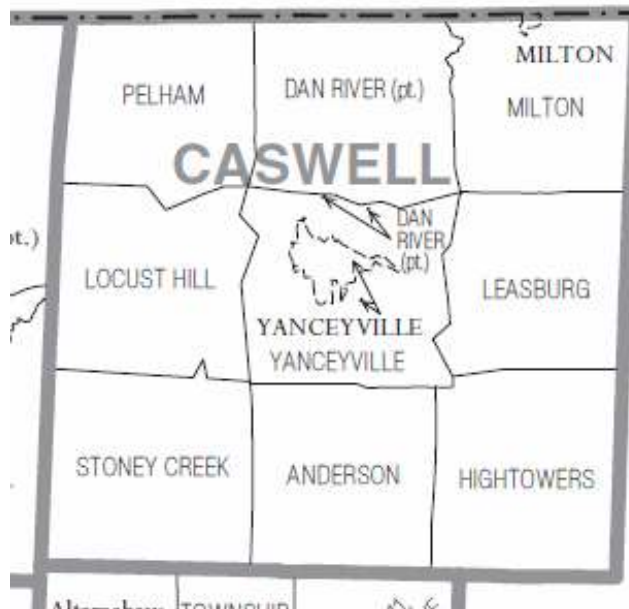
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# FISCAL YEAR 2011-2012 FINAL ACTIVITY REPORT

## Report Overview

The Final Activity Report for fiscal year 2011-2012 presents a summary of the effectiveness of the Smart Start funded programs at achieving the Caswell County Partnership for Children's Mission, ensuring that young children in Caswell County will be healthy and able to reach their fullest potential.

### **Full Partnership Mission:**

Bring together families, educators, churches, businesses, government, and other community resources to provide children and their families the services and support to assure that all children will be healthy and able to reach their fullest potential.

During FY 2011-12, the Caswell County Partnership for Children funded five programs designed to address the critical issues facing young children, their families and their child care providers in Caswell County in support of the Partnership mission. These programs included various strategies aimed at two main topic areas: Early Care and Education and Family Support. *(Program support comprises a third area. Due to budget limitations, Health is no longer able to be addressed directly.)*

This report looks at the collective and individual accomplishments of the FY 2011-12 Smart Start funded programs within two main sections. The first section presents an aggregated overview of the programs funded during FY 2011-12. Next, a partnership wide logic model is included and will be used as the basis for this section. This will include a look at the general demographics of the county, the target populations, the aggregated recipient outputs (who received services), and a status report of progress towards the goals and outcomes adopted by the Partnership's Board of Directors as well as the Performance Based Incentive Standards (PBIS) of the North Carolina Partnership for Children (NCPC).

The second section presents a detailed summary of each individual program including a brief project description, what population is targeted by that activity, who was served, recipient demographics of those served, what services were provided, what impact was achieved, collaboration details, and a success story. Where appropriate, a comparison of actual vs. projections is provided. In addition, the fiscal year the project was first funded, how much it was funded for during FY 2011-12 as well as a comparison of last fiscal year's funding, and the amount of reportable match made is included when applicable. The inclusion of the outputs & outcomes from last fiscal year are provided for comparison; they are shaded in gray to indicate they are not part of FY 2011-12 results.



## Program Evaluation Methodology

Program evaluation is a required component for each program funded by the Partnership for the purposes of documenting program effectiveness in achieving specific outcomes for children and families as well as establishing contract compliance.

Each funded program has a Logic Model that details the specific impact the program intends to accomplish. Programs report progress on a quarterly basis. This final report is based on individual quarterly program evaluation reports. This report includes both quantitative and qualitative data and is derived from multiple data sources across programs and within individual programs.

The Partnership uses an external evaluator to help ensure that activities are assessed in an unbiased manner.

The Partnership contracts with an external evaluator to document program effectiveness and assure accountability. Staff is also trained in program evaluation methods and receives technical assistance throughout the year. The Executive Director and Evaluator approve each evaluation plan and review the data collected to ensure the reliability of the data submitted in quarterly reports. The evaluation consultant is responsible for ensuring quality data collection, for analyzing collective accomplishments and for producing this final evaluation report.

# The Logic Model

All funded programs are required to complete a logic model complete with outputs, outcomes, and long term goals, including which North Carolina Partnership for Children (NCPC) Performance Based Incentive Standards (PBIS) they aim to address. In addition, a logic model is used for the partnership as a whole. Logic Models help us understand the 'who, what, and why' of our programs and the Caswell County Partnership for Children (CCPFC) as a whole. Below is the basic format NCPC asks we use for each activity we fund:

<i>If this condition exists</i>	<i>For this Population</i>	<i>And we implement these strategies</i>	<i>This many times, for these individuals</i>	<i>We expect this short-term change</i>	<i>And we expect this outcome to impact the overall county</i>
Need Statement <i>Why?</i>	Target Population <i>Who?</i>	Program or Activity Elements <i>What?</i>	Outputs <i>How Many?</i>	Outcomes <i>So What?</i>	How does outcome impact PBIS or other long term goal?

The arrows above indicate how each section 'logically' leads to the next; the final critical step is for the outcomes/PBIS results to then lead back to shaping activity and program design and development. **That is the main purpose of this report, to provide the necessary information for making informed decisions about future funding.**

Therefore, the Logic Model for the Caswell County Partnership for Children (CCPFC) is also based on this design. Following the Logic Model itself is more details about each section:

- I. Need & II. Target Population: **Background Demographics**
- III. Summary of Activities: **The Smart Start Investment**
- IV. Aggregated Outputs & V. Aggregated Outcomes: **Extent of Impact**
- VI. Updated PBIS Results: **State Assessment**

To provide context for all of the above, we'll then review the **Challenges CCPFC** faced in FY 2011-12.

After that, the individual activity summary reports will be provided, by area:

**Early Care & Education, Family Support, and lastly, Program Support.**

*(There were no funded activities in the area of **Health & Early Intervention**, thus that section is not included.)*

## 2011-12 Caswell County Partnership for Children Logic Model

Needs	Target Populations	Programs/ Activities	Recipient Outputs	Outcomes Areas Addressed	PBIS <i>(not selected/ required in italics)</i>
Insufficient high quality child care available for parents in Caswell county: not all staff have adequate higher education in Early Care & Education field; teachers not all compensated adequately; families not able to afford high quality care	Caswell county children age 0-5, their families, child care providers of these children in Caswell and surrounding counties; potential child care providers	1. Expanded Child Care Subsidy 2. Child Care Resource & Referral 3. Professional Development Incentives	~ 228 children enrolled in child care in Caswell County plus more who live in Caswell & receive Subsidy in other counties  ~ 47 providers in Caswell County  -- 11 child care facilities; 5 family homes & 6 child care centers <i>(20 additional in other counties)</i>	I. Early Care & Education A. Placements, Supply B. Placements, Quality	% children receiving Subsidy in Regulated Child Care Programs Avg. child star rating; % children in 4 and 5 star facilities Avg. child star rating-subsidy; % children in 4 and 5 star facilities
				C. Staff Education	Lead Teacher - % of children enrolled in 1-5 star rated child care centers that have at least 5 of 7 lead teacher education points Administrator - % of children enrolled in 1-5 star rated child care centers that have at least 5 of 7 administrator education points Family Child Home - % of children enrolled in 1-5 star rated family child care homes that have at least 5 of 7 provider education points
				D. Staff Compensation	2 year degree Teacher - Median Salary + supplement 4 year degree Teacher - Median Salary + supplement
				E. Staff Stability	Stability/Turnover
				II. Family Support A. Literacy <i>(New focus!)</i>	Family Literacy/Language Development – (New focus) % of parents who report an increase in their participation in literacy activities each week
Early childhood literacy skills need improvement	Caswell county children age 0-5 & their families	4. Raising A Reader <i>(NEW!)</i>	2 child care classrooms 19 children	III. Health & EI*	
<i>(*Not addressed in FY 2011-12 due to funding constraints)</i>				IV. Program Support V. Other	<i>(Audit findings)</i>
Need to support best practices for programs and evaluate results	Service providers, partnership board & staff, local community	5. Program Coordination & Evaluation	5 programs		

# Background Demographics

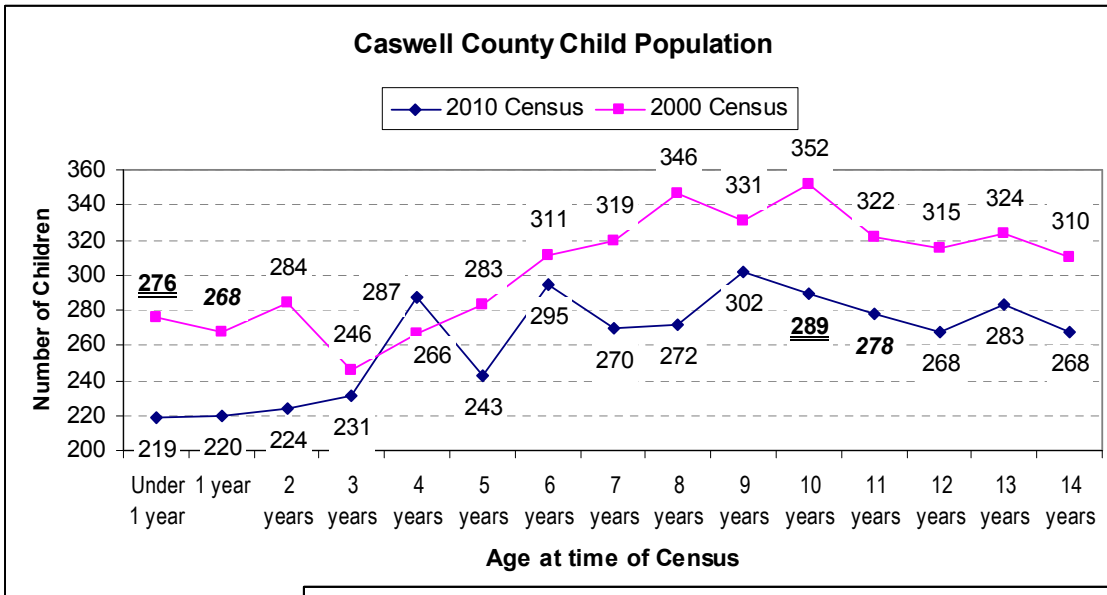
## Caswell County

Although Caswell County is rural, it is in close proximity not only to the triangle and triad, but also close to the Virginia metropolitan area of Danville. Just over one in four residents work inside the county, roughly half work in neighboring NC counties, and almost 1 in 5 works in VA.<sup>1</sup> For those seeking services within the county, the lack of adequate public transportation still poses a challenge.

The median household income in 2010 was \$37,115. The table here shows the percent of students receiving Free or Reduced Lunch in schools continues to climb in Caswell.<sup>2</sup> (In comparison, North Carolina overall is 53.9% in 2010-11.)

School Year	% of Students Free/Reduced Lunch
2006-07	55.8%
2007-08	58.5%
2008-09	59.4%
2009-10	64.9%
2010-11	67.0%

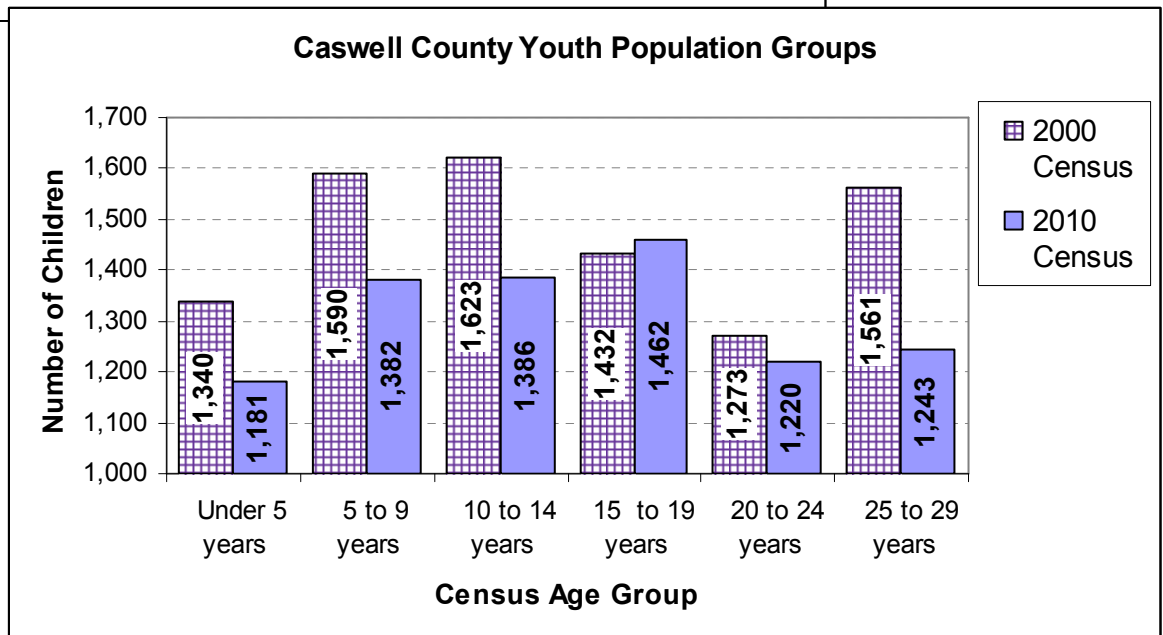
According to the new 2010 US Census, Caswell County has a population of 23,719; 6.0% (1,424) is birth to 5 years old.<sup>3</sup> For purposes of estimating poverty in young children, we use the 2008-2010 American Community Survey 3-Year Estimates which differ just slightly: 22,234 total & 1,243 children under 6, which is 5.6%.<sup>4</sup>



Before looking more closely at poverty, we can see the dip in population is occurring across young ages from the 2000 to the 2010 US Census.

Notice the 276 children which were 'Under 1 year' in 2000 are now the 289 '10 years' in 2010; the 268 '1 year' are now the 278 '11 years'.

Looking more broadly at age blocks of five years, we still see a clear decline in younger populations compared with ten years ago.



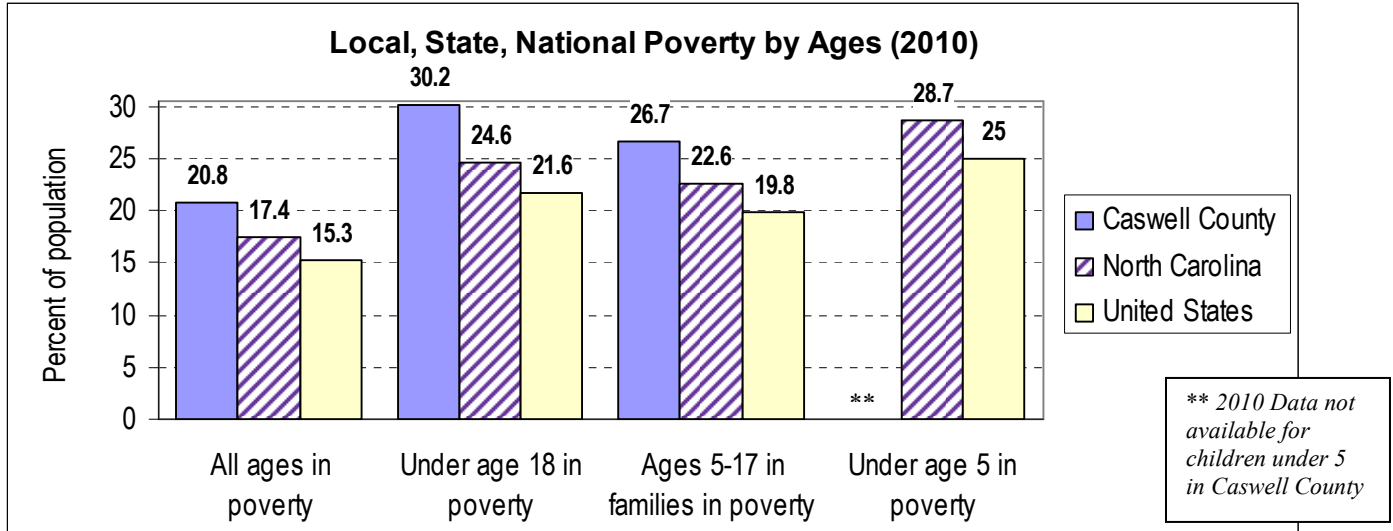
<sup>1</sup> <https://edis.commerce.state.nc.us/docs/countyProfile/NC/37033.pdf>

<sup>2</sup> North Carolina Department of Public Instruction, Division of Financial and Business Services. "Free & Reduced Meal Application Data." Available online at: <http://www.ncpublicschools.org/fbs/resources/data/>.

<sup>3</sup> 2010 Census Summary File 1: P14: Sex by Age for the Population under 20

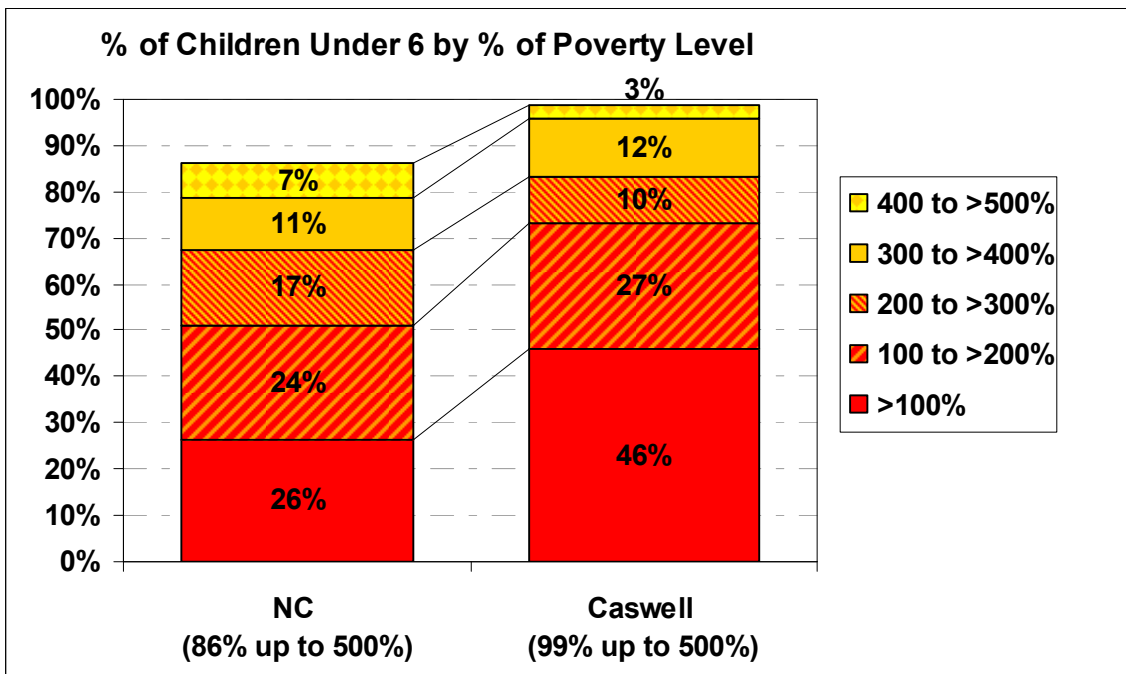
<sup>4</sup> 2008-2010 American Community Survey 3-Year Estimates: B17024: Age by Ratio of Income to Poverty Level In the Past 12 Months

Since 2003, more than one in five children live in poverty in Caswell and is now almost one in three at 30.2 % in 2010.<sup>5</sup> (Poverty is defined in 2010 as \$22,050 for a family of four or just \$14,570 for family of two.)<sup>6</sup>



Many of the families of young children in Caswell are either facing the challenges associated with poverty or those that face the working poor, as it is widely recognized that **having two or even three times the poverty cut-off is still inadequate income.**

..... Children under 6 in poverty in Caswell has soared to 46%.  
 ..... New analysis of data from the 2008-2010 American Community Survey 3-Year Estimates for "Age by Ratio of Income to Poverty Level in the Past 12 Months" shows that children under age 6 in Caswell County are worse off than those in NC as a whole or the rest of children in Caswell. **The total percentage of children under 6 in Caswell that are under 200% of Federal Poverty Level is 73%.**



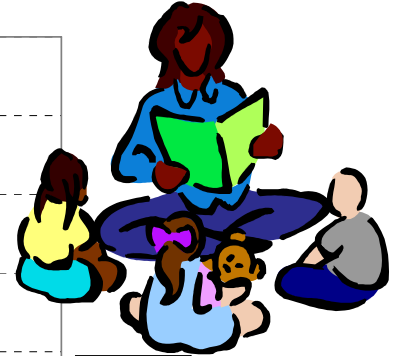
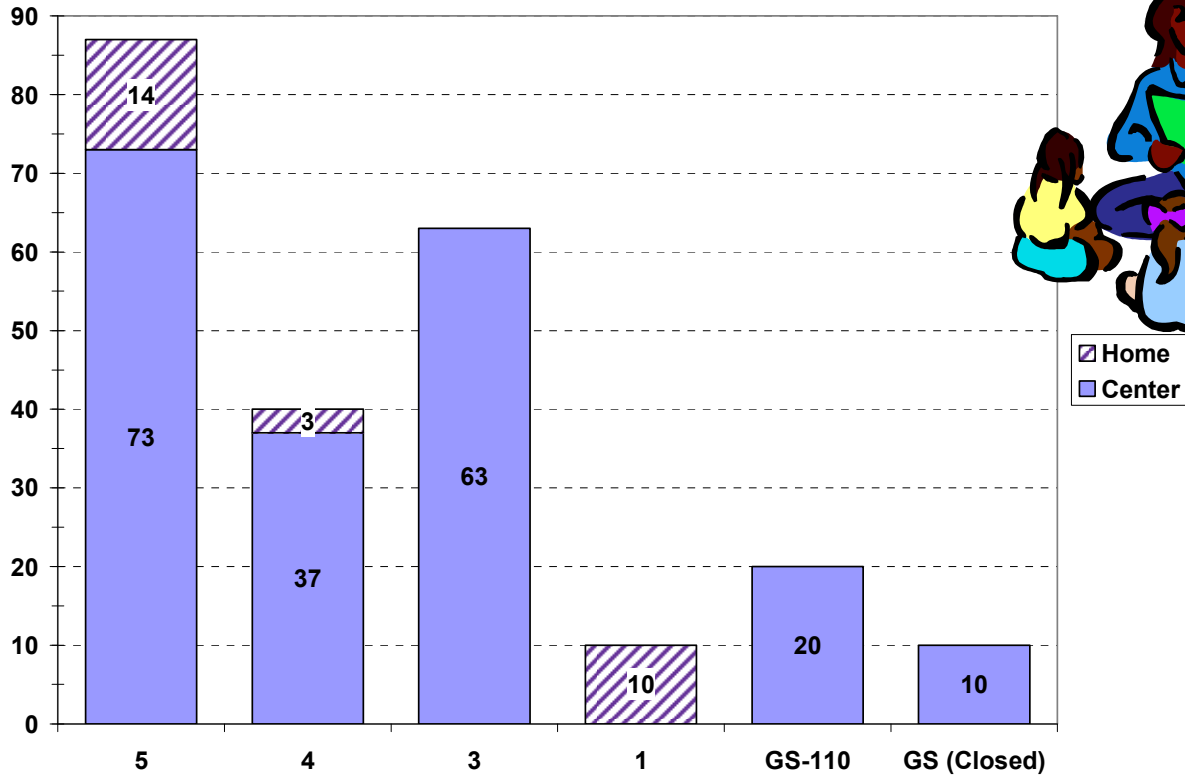
<sup>5</sup> from: US Census Bureau, Small Area Income and Poverty Estimates: <http://www.census.gov/cqi-bin/saipe/saipe.cqi>

<sup>6</sup> <https://www.cms.gov/medicaideligibility/downloads/POV10Combo.pdf>

## Child Care Facilities

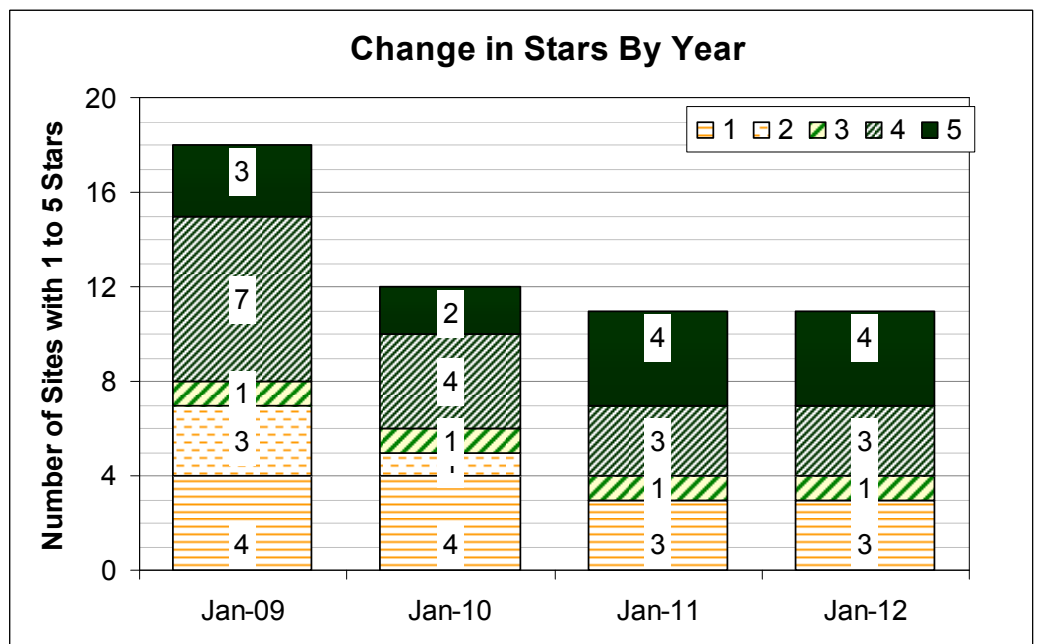
By July 2012, the newest center in Caswell closed, which had been operating under a GS-110 license. (Refers to chapter 110 of NC General Statutes which excludes religious sponsored child care facilities from some regulations and star rating system). Enrollment at these 13 sites available during the fiscal year held to about 230 children enrolled in regulated child care in Caswell. (See the following table for distribution of children enrolled by star rating of centers and homes.)

**Enrollment by Star Rating & Type**



In addition, Expanded Child Care Subsidy data shows that many residents of Caswell work in neighboring counties, however they are still eligible to receive subsidy and rely upon it to afford high quality child care. Last fiscal year, 18 families who live in Caswell County received Smart Start Subsidy in six other NC counties.

In the last five years, almost 50% of centers & homes have been a 4 or 5 star rating (5 year average is 53% were 4 or 5 stars) compared to only 27% having 4 or 5 stars ten years ago. The past two years it has been over 60%. The following chart gives the most recent details.





## The Smart Start Investment

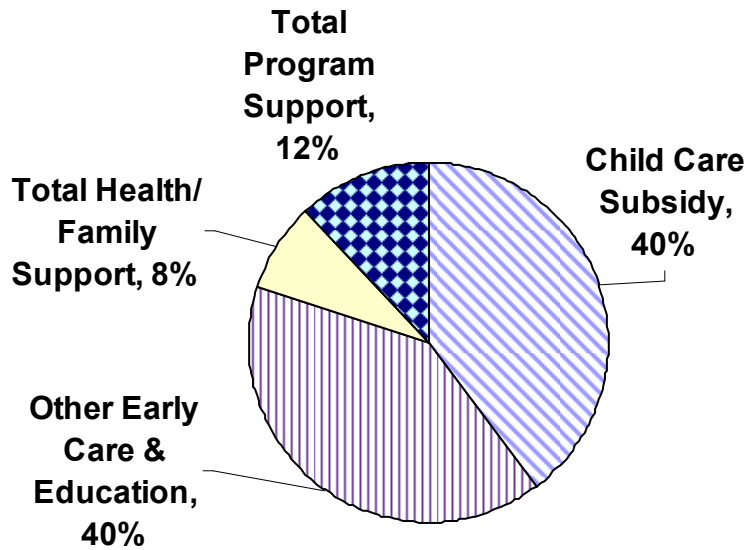
In fiscal year 2011-12, Caswell County Partnership for Children (CCPFC) funded five activities. CCPFC again received less funding than previous years with \$249,673 in Smart Start program funds. Historically, programs were largely developed to improve the Early Care and Education system, as required by the original North Carolina state Smart Start legislation: **70%** of all Smart Start funds must be spent on “child care related activities,” with at least **30%** designated to child care subsidy. In FY 2011-12, this included three of the five programs funded.

### 2011-12 Smart Start Funded Activities

Activity Name	Provider	FY11-12 Allocation	
<b>Early Care &amp; Education</b>			
1. Expanded Child Care Subsidy	Caswell County Dept Social Services	\$99,344	<b>40%</b>
2. Child Care Resource & Referral	CCPFC (In-House)	\$18,972	8%
3. Professional Development Incentives	CCPFC (In-House)	\$81,329	33%
<b>Total Early Care &amp; Education</b>		<b>\$199,645</b>	<b>80%</b>
<b>Health* &amp; Family Support</b>			
4. Raising A Reader	CCPFC (In-House)	\$20,075	8%
<b>Program Support</b>			
5. Program Coordination & Evaluation	CCPFC (Contractor & In-House)	\$29,953	12%
<b>Total Non-Child Care Related</b>		<b>\$50,028</b>	<b>20%</b>
<b>Grand Total in Funded Activities**</b>		<b>\$249,673</b>	<b>100%</b>

\*Due to budget cuts, unable to allocate funding in area of Health.  
\*\*Additional administrative costs are not included here.

### FY 2011-12 Final Allocation



## Extent of Impact

The programs funded in FY 2011-12 continue to demonstrate a positive impact on addressing the issues that affect a child's readiness for school. Those that did not adequately achieve were revised or altered significantly for the following fiscal year. This section will take a closer look at the accomplishments and challenges seen in both outputs and outcomes for the county as a whole.

### Summary of Recipient Outputs:

As of July 2012, there were 13 child care facilities regulated by the Division of Child Development & Early Education; the new GS-110 site closed but was open for the majority of last fiscal year.

Of the 13, six are child care centers and seven are family child care homes, and all but two were impacted directly by Smart Start through at least one funded activity, with many benefiting from three or four. The table below summarizes which activity reached which sites in Caswell; 20 additional sites were served through Subsidy in other counties.

Star Rating July 2011	Star Rating July 2012	Facility Name (Caswell only)	Enrollment	Child Care Subsidy*	CCR&R: Trainings	CCR&R: Lending Library	Raising A Reader	Professional Development Incentives	Total # activities serving site
<b>Child Care Centers:</b>									
GS-110	CLOSED	CARE-A-LOT CHRISTIAN CENTER	10		7	2			1
5	5	CASWELL COMMUNITY HEAD START	48			2		6	2
GS-110	GS-110	LIVELY PEBBLES DAY CARE	20		4	1			1
4	3	NOAH'S EDUCATIONAL ARK	63	1	9	7	0.5	7	4
4	4	RAINBOW EDUCATIONAL CHILDCARE CENTER	37	1		7	1	2	4
5	5	YANCEYVILLE EARLY HEAD START	25			7	1	9	3
<b>Family Child Care Homes</b>									
5	5	AMANDA'S CHILD CARE	5	1		1	FCCH Not Eligible	1	3
3	4	J & J KIDDIE KARE	3	1		1		1	3
5	5	LITTLE ANGELS CHILDCARE	9	1		1		1	3
1	1	MARY LOU OLIVER DAY CARE HOME	2		1				1
4	4	PRIDE AND JOY EDUCATIONAL HOME DAYCARE	0						0
1	1	TAYLOR DAY CARE HOME	2						0
1	1	TENDER LOVING CARE	6			1			1
			<b># sites</b>	<b>5</b>	<b>4</b>	<b>10</b>	<b>2.5</b>	<b>7</b>	
			<b># providers</b>	<b>NA**</b>	<b>21</b>	<b>30</b>	<b>2.5</b>	<b>27</b>	

*\*\*All but Subsidy served providers; italicized numbers indicate # of providers served.*

Using this data and simply totaling the highest number of providers served listed per site, we estimate that at least 47 unduplicated child care providers were impacted by Smart Start programs. We also estimate that approximately 228 children enrolled in these Caswell County sites were impacted via Smart Start programs.

In addition, sites outside of the county benefit from Smart Start also since Caswell residents may choose to use their subsidy elsewhere.

<b>Count of Facilities Served by Smart Start Subsidy</b>				
Center or Home?	County	4 stars	5 stars	Grand Total
Centers	Alamance	3	4	7
	<b>Caswell</b>	<b>2</b>		<b>2</b>
	Durham	1		1
	Guilford	2	1	3
	Orange	1		1
	Person		1	1
	Rockingham		1	1
Homes	<b>Caswell</b>	<b>1</b>	<b>2</b>	<b>3</b>
	Orange	1		1
<b>Grand Total</b>		<b>11</b>	<b>9</b>	<b>20</b>



## Partnership Goals & Outcomes

In 2010, the Board of Directors updated the goals below for the Caswell County Partnership for Children. Below is a chart of this and includes focus areas for each Goal & Area in FY 2011-12.

Area	<b>CCPFC 2010 GOALS</b>	<b>Focus</b>
<b>I. Early Childhood Care &amp; Education</b>	Children have access to high quality early childhood education.	A. Placements, Supply B. Placements, Quality C. Provider Education
	Children are enrolled in child care facilities that provide a consistent high quality early education program by retaining competent, qualified staff.	D. Provider Compensation E. Provider Benefits F. Provider Stability
<b>II. Family Support</b>	Families have the knowledge and skills needed to ensure that their children enter school healthy and ready to succeed.	A. Parenting Skills B. Literacy
<b>III. Health</b>	Children are safe and healthy.	A. Early Intervention B. Health Check C. Dental
		D. Infant Mortality E. Body Mass Index F. Lead G. Safety
<b>IV. Program Support</b>		



What follows are the outcomes addressed in FY 2011-12 arranged by outline presented above. In cases where it is available, data is included from past three fiscal years for trend data. The Status symbol is only reflective of FY 2011-12 and takes into account both the percentage as well as achievement of raw numbers. (For example, if achieved 100%, but only 1 of 1, when 4 of 5 projected, may only earn ● since not meeting all expectations.)

### (Area, Focus)

(● = Achieved; ◐ = Made Significant Progress; ○ = Not Achieved)

## I. Early Childhood Education

### A. Placements, Supply

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
By June 30, 2012, 50% (114 of 229) of all children receiving subsidy in Caswell county will be served through Smart Start subsidy.	Subsidy	60% (184 of 305)	55% (189 of 341)	60% (157 of 261)	42% (119 of 282)	●

### B. Placements, Quality

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
By June 30, 2012, 80% (10 of 13) of parents responding to the survey indicate that they used at least 3 quality indicators in their search for child care.	Child Care Resource & Referral	<i>(Significantly revised survey)</i>	100% (18 of 18)	100% (13 of 13)	88% (7 of 8)	●
By June 30, 2012, 70% (7 of 10) of parents responding to the survey who selected care indicated that they chose care in a 3, 4 or 5 star rated licensed program.	CCR&R	23% (3 of 13)	67% (4 of 6)	50% (4 of 8)	67% (2 of 3)	◐
By June 30, 2012, average star rating of children receiving subsidized care will exceed 3.80.	Subsidy	4.07	4.08	4.10	4.18	●
By June 30, 2012, average star rating of child placements in regulated child care programs will exceed 3.25. (PBIS PLA40)	CCR&R	(New, but PBIS data available)			3.97 (794 of 200)	●
By June 30, 2012, the percentage of children receiving subsidized care in a 4 and 5 star facility will remain above 80%.	Subsidy	93% (137 of 148)	97% (220 of 226)	96% (159 of 166)	100% (124 of 124)	●

By June 30, 2012, the percentage of children enrolled in 4- or 5- star rated child care programs will remain above 50%. (PBIS PLA40)	CCR&R	(New, but PBIS data available)			58% (127 of 220)	●
By June 30, 2012, 75% of child care programs receiving technical assistance to enhance their quality will apply to DCD for at least a 1 star level increase within 6 months after TA is received.*	CCR&R	50% (1 of 2)*	33% (1 of 3)*	100% (1 of 1)*	100% (1 of 1)	●

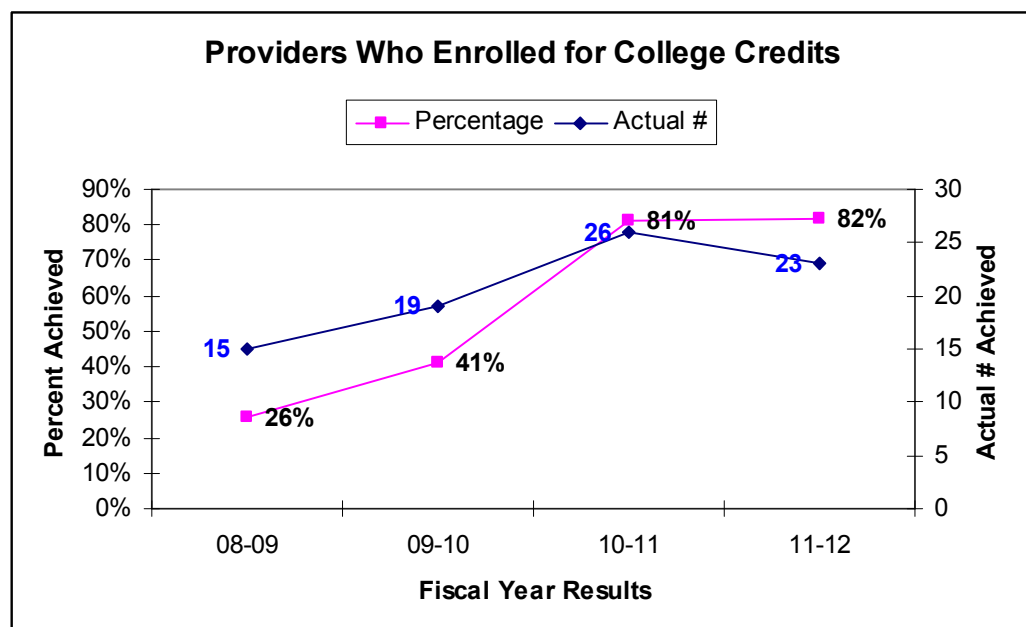
(\*previously in CCQC, now a modified service)

### C. Provider Education

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
By June 30, 2012, <b>68%</b> (21 of 31) of direct teaching staff who complete a professional development plan will enroll in early childhood education (or related) college credit courses.	Professional Development Incentives	26% (15 of 57)	41% (19 of 46)	81% (26 of 32)	82% (23 of 28)	●
By June 30, 2012, <b>80%</b> (26 of 32) of providers who completed a professional development plan will have shown progress in at least 50% of goals.	PDI	(New)			82% (23 of 28)	●
By June 30, 2012, <b>86%</b> (18 of 21) of teaching staff earn credit hours in early childhood or early childhood related courses with a 2.0 grade point.	PDI	100% (15 of 15)	84% (16 of 19)	100% (26 of 26)	100% (23 of 23)	●
By June 30, 2012, 90% (45 out of 50) of workshop participants will show an increase in knowledge about the topics.	CCR&R	94% (48 of 51)	94% (76 of 81)	100% (51 of 51)	91% (20 of 22)	●
By June 30, 2012, 75% of child care providers who visited the Lending Library will report having used or implemented information or resources gained from their LL visit as reported by follow-up surveys.	CCR&R	(New)			95% (18 of 19)	●
By June 30, 2012, percentage of children enrolled in 1-5 star rated child care centers that have at least: <b>5 of 7 administrator</b> education points will increase to a min of 60%; <b>7 lead teacher</b> education points will maintain high standard of 35%.	PDI	<i>(previously not required)</i> 42% (108 of 257)	72% (151 of 210) 23% (48 of 210)	100% (136 of 136) 35% (47 of 136)	100% (173 of 173) 28% (48 of 173)	◐
By June 30, 2012, percentage of children enrolled in 1-5 star rated child care centers that have at least: <b>5 of 7 lead teacher</b> education points will increase to min of 60%; <b>7 lead teacher</b> education points will maintain high standard of 35%.	PDI	<i>(previously not required)</i> 35% (89 of 257)	87% (183 of 210) 15% (32 of 210)	100% (136 of 136) 10%* (13* of 136)	100% (173 of 173) 42% (73 of 173)	●
By June 30, 2012, the percentage of children enrolled in 1-5 star rated family child care homes with at least <b>5 of 7</b> education points will increase from 39% to 52% (from 13 to 17 of 33 children).	PDI	48% (13 of 27)	43% (13 of 30)	55% (12 of 22)	63% (17 of 27)	●

#### Special Focus:

Over the past few years, there has been a very successful increase in providers enrolling for college credits, as seen by this chart over time.



## D. Provider Compensation

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
By June 30, 2012, for center providers who received incentives, median salary plus supplement for teachers with a 2 yr degree in ECE or its equivalent will be at least \$14 /hr AND for a 4 yr degree in ECE or its equivalent will be at least \$19 /hr.	PDI	13.64; 16.63	15.52; 20.68	11.09; 21.05	\$16.21; \$17.98	◐


## E. Provider Benefits & Stability

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
By June 30, 2012, for sites where direct teaching staff who have received an incentive, sites will maintain teacher stability/turnover rate of 11%. (4 out of 40)	PDI	11% (6 of 53)	11% (6 of 55)	2% (1 of 41)	7% (2 of 27)	●

## II. Family Support

### A. Parenting Skills - not being addressed directly

### B. Literacy

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
100% of set-up requirements met prior to implementation.	Raising A Reader	(New)			100% (4 of 4)	●
<i>(Additional Outcomes not available due to delayed start &amp; minimum time needed before conducting post-evaluation.)</i>	RAR				na	○

## III. Health - Not being addressed directly

## IV. Program Support

Projected Outcomes	Activity	08-09 Results	09-10 Results	10-11 Results	11-12 Results	Status
By June 30, 2012, 100% of monitoring findings identified will be addressed through an action plan and associated TA or other resolution as determined by the Executive Director.	Program Coordination & Evaluation	100% (0 of 0)	100% (0 of 0)	86% (6 of 7)	100% (13 of 13)	●
By June 30, 2012, 80% (4/5) of all funded providers receiving technical assistance will report that evaluator provided helpful technical assistance as documented by surveys.	PCE	89% (8 of 9)	80% (4 of 5)	75% (3 of 4)	67% (2 of 3)	◐
By June 30, 2012, 80% (4/5) of all funded programs served will track program impact more accurately through the implementation of new or revised measurement tools such as assessments, pre and post tests, surveys and record reviews.	PCE	100% (10 of 10)	67% (6 of 9)	50% (3 of 6)	100% (5 of 5)	●
By June 30, 2012, a (1) master list of county wide and CCPFC data sources relevant to young children, their families and their child care providers will be created.	PCE	50% (½ of 1)	75% (3 of 4 areas)	100% (1 of 1)	100% (1 of 1)	●
By June 30, 2012, Caswell County Partnership for Children will have a Smart Start Annual Plan, approved by the Partnership Board and NCP.	PCE	100% (1 of 1)	100% (1 of 1)	100% (1 of 1)	100% (1 of 1)	●
By June 30, 2012, 75% of participants surveyed from all outreach and awareness events responded that activities were informative and they learned new facts about child care.	CCR&R	(New)			92% (12 of 13)	●

**Collectively, progress is being made in all goal areas being addressed and in all focus areas with outcomes.**

*(Note, some focus areas are not currently being directly addressed by currently funded programs; should funding increase in the future, these areas may be addressed if they are of concern, but currently, priority must be given to certain areas over others.)*

Of the five (5) programs, one (1) accomplished all fully, (3) either accomplished most fully or partially, and one (1) had a mix of achieved and not achieved.

Summary of Accomplishments by Topic Area	● = Achieved	◐ = Made Significant Progress	○ = Not Achieved	Total per Area
I. Early Care & Education	16	3	0	19
II. Family Support	1	0	1	2
III. Health & Early Intervention	0	0	0	0
IV. Program Support	4	1	0	5
<i>FY11-12 Overall:</i>	<b>21 (81%)</b>	<b>4 (15%)</b>	<b>1 (4%)</b>	<b>26</b>
<i>Comparison with FY10-11</i>	22 (67%)	10 (30%)	1 (3%)	33
<i>Comparison with FY09-10</i>	26 (74%)	6 (17%)	3 (9%)	35

Of the 26 total outcomes above, 81% (21) were exceeded or achieved fully, 15% (4) partially, and only 4% (1) did not make adequate progress. The table provides more detail of these successes by area as well as a comparison with the previous fiscal years.

The activity that fell under 'Not Achieved' was newly implemented, only starting in January and it was determined that it was too soon to fairly assess services provided under the evidence based model being used.

## Challenges

As our economy as a whole continues to struggle, Smart Start faces budget cuts, which begin at the state level, are shared by the North Carolina Partnership for Children and get passed down to local partnerships. For some activities, there is little room for additional cuts, so the Board of Directors decided how to effectively make budget cuts so that programs could continue to provide meaningful services. When implementing a new evidence based model, it was necessary to obtain additional outside funding to make the most of the program in the community & so kick-off dates were delayed in part due to ensuring best possible infrastructure was in place for the program as a whole.

## State Assessment: Performance Based Incentive System (PBIS) (2011-12 to be released in Dec 2012)

Performance based standards were created by the North Carolina Partnership for Children (NCPC) and are utilized by CCPFC as a way to assess the impact of funded programs on community indicators. Since the development of these standards, CCPFC has made significant progress in meeting or exceeding the majority of them.

In FY 10-11 CCPFC was held accountable for meeting eleven (11) mandatory or selected standards.

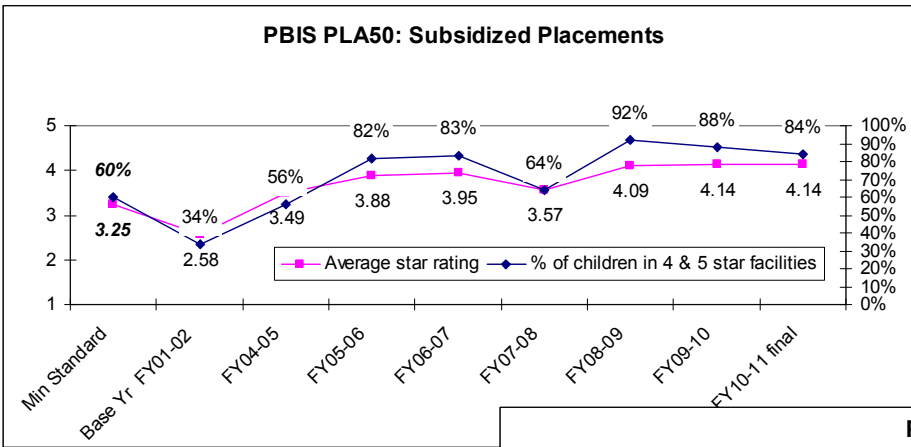
In summary, for FY 10-11, CCPFC:

- o met or exceeded eight (8) selected or mandatory standards due to now meeting "Use of primary health care"
- o unable to determine progress in meeting three (3) standards for which data is unavailable

PBIS Summary		FY10-11	FY09-10	FY08-09
<b>mandatory</b>	<b>total (na)</b>	<b>6 (1)</b>	<b>5 (2)</b>	<b>6 (1)</b>
	met, high	3	2	3
	met, min	3	2	2
	not met	0	1	1
<b>selected</b>	<b>total (na)</b>	<b>2 (2)</b>	<b>3 (1)</b>	<b>2 (2)</b>
	met, high	1	2	1
	met, min	1	1	1
	not met	0	0	0
<b>not selected</b>	<b>total (na)</b>	<b>8 (2)</b>	<b>8 (2)</b>	<b>9 (1)</b>
	met, high	2	3	3
	met, min	2	1	3
	not met	4	4	3

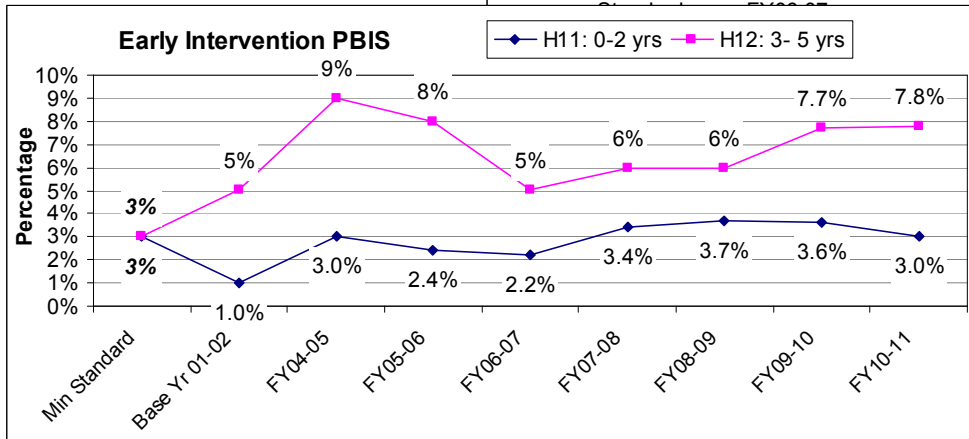
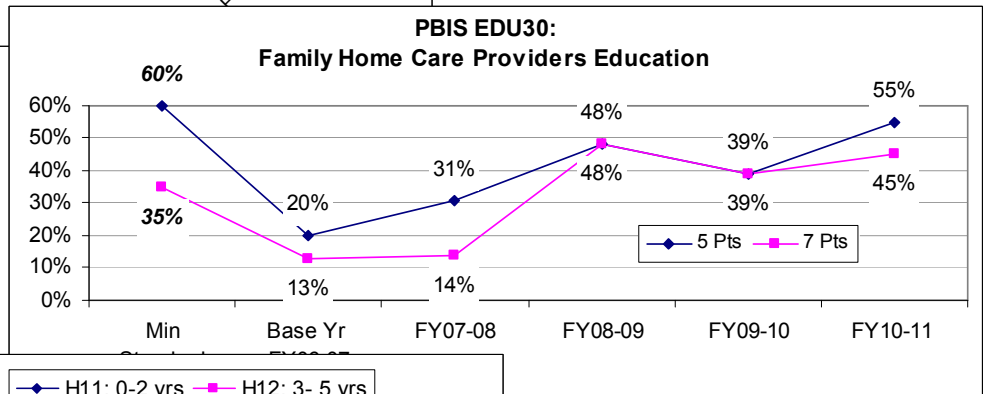
Currently, the only standards that are not meeting minimums are: 1) Accreditation; 2) Family care education points; 3) % of Regulated Child Care Spaces Available for Working Families; and 4) Infant Mortality.

The following is a summary of those items which changed significantly from the previous year, including some not selected or mandatory:



○ Despite a significant drop in "Quality of early care & education for children enrolled in regulated early care & education programs – Child Placements – Percent of children in 4 & 5 star care," mostly due to one large center's drop from 4 to 3 stars, we still are able to meet the high standard of 3.25 average star rating AND 50% in 4 & 5 star care. (If that site had remained at 4 stars, the result would have been 86%, close to previous FY of 85% instead of 65%.)

- There was noticeable improvement, from 39% to 55%, for education points for Family Home Providers, but still shy of meeting 60%, the min standard.
- We are finally **meeting the min standard (70%) for the mandatory Primary Health Care standard: 71%**!
- We just barely maintained the



minimum standard for Early Intervention for 0-3, but since this is based on such small numbers of children, hopefully it isn't a real trend.

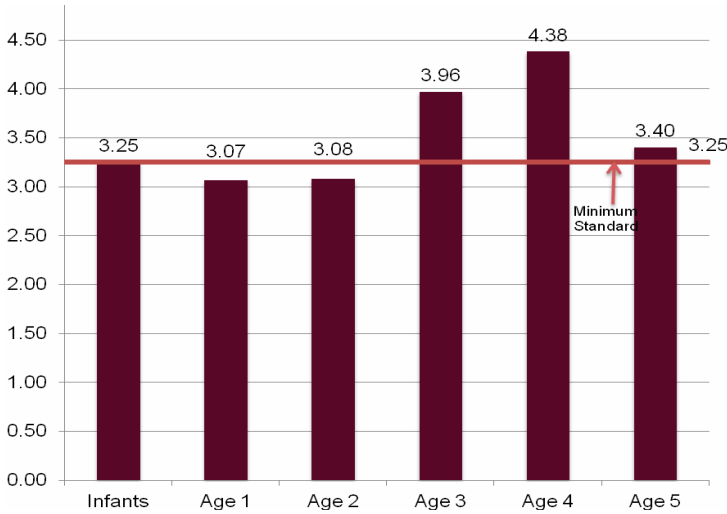
○ In other non-mandatory health standards: sadly, Infant Mortality has not improved, nor has obesity, but lead did drop ever so slightly.

Summary of eleven (11) available mandatory & selected PBIS Standards	Minimum	High Performing	FY10-11	FY09-10	FY08-09	Status
Audit findings	1	0	0	Not Applic.	0	●
<b>Early Care and Education:</b>						
% children receiving Subsidy in Regulated Child Care	>=90%	>=97%	97%	97%	96%	●
Avg. child star rating; % children in 4 and 5 star facilities	3.25 OR 50%	<b>3.25</b> <b>AND 50%</b>	3.86 65%	3.98 85%	4.06 89%	●
Avg. child star rating-subsidy; % children in 4 and 5 star facilities	3.25 OR 60%	<b>3.25</b> <b>AND 60%</b>	4.14 84%	4.14 88%	4.09 92%	●
Lead Teacher - % of children enrolled in 1-5 star rated child care centers that have at least 5 lead teacher education pts	>=60%	>=60% AND	100%	100%	100%	●
Lead Teacher - % children ... that have 7 lead teacher ed pts		>=35%	0%	0%	30%	○
Administrator - % of children enrolled in 1-5 star rated child care centers that have at least 5 administrator education pts	>=60%	>=60% AND	100%	100%	100%	●
Administrator - % children... that have 7 administrator ed pts		>=35%	34%	32%	53%	◐
<b>Health/Early Intervention</b>						
Receiving Early Intervention – 0-2 years	>=3% AND	>=5% AND	3.0%	3.6%	3.7%	●
Receiving Early Intervention – 3-5 years	>=3%	>=5%	7.8%	7.7%	6%	●
Use of Primary Health Care	>=70%	>=80%	71%	67%	68%	●

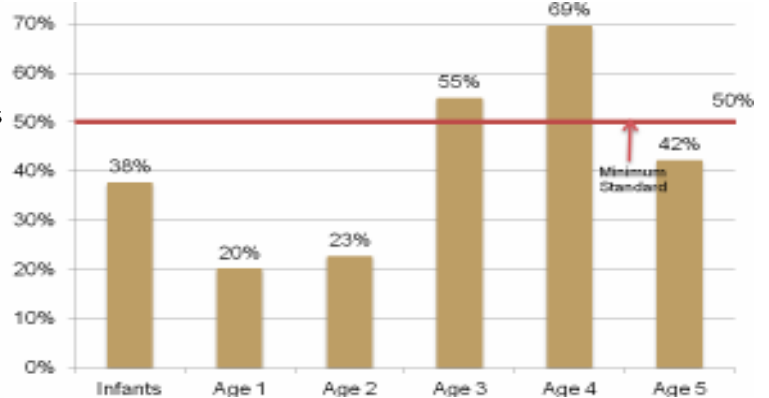
●, ● = Achieved High Performing, Minimum standards; ◐ = Close to achieving; ○ = Needs Attention; ● = green is improvement from previous year; ● = red is lost significant ground.

New this year is the availability of some disaggregated PBIS data by age and gender. The age breakdown has provided very important revelations about the disparity of the services within Caswell County.

**2010-11 Average Star Ratings of Child Placements for Caswell County, by Age (3.86 overall)**



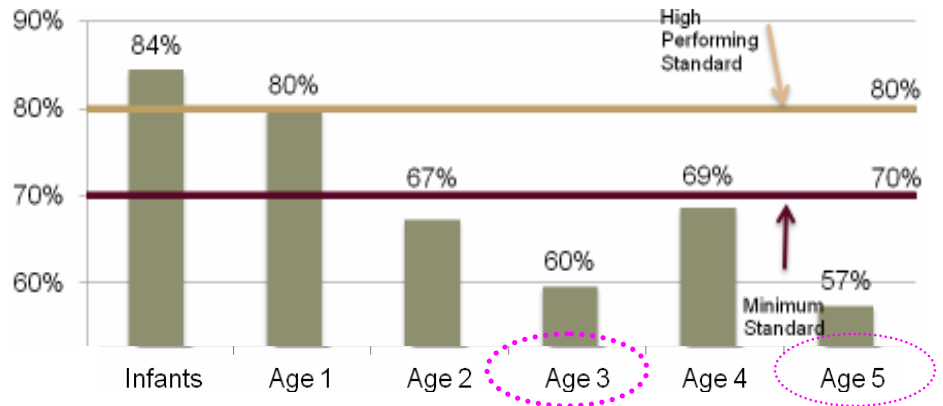
**2010-11 Among Children in Regulated Care, Percentage of Children at 4- and 5-Star-Rated Facilities for Caswell County, by Age (65% overall)**



In summary, infants and toddlers are not being served in high quality care as much as 3's and 4's.

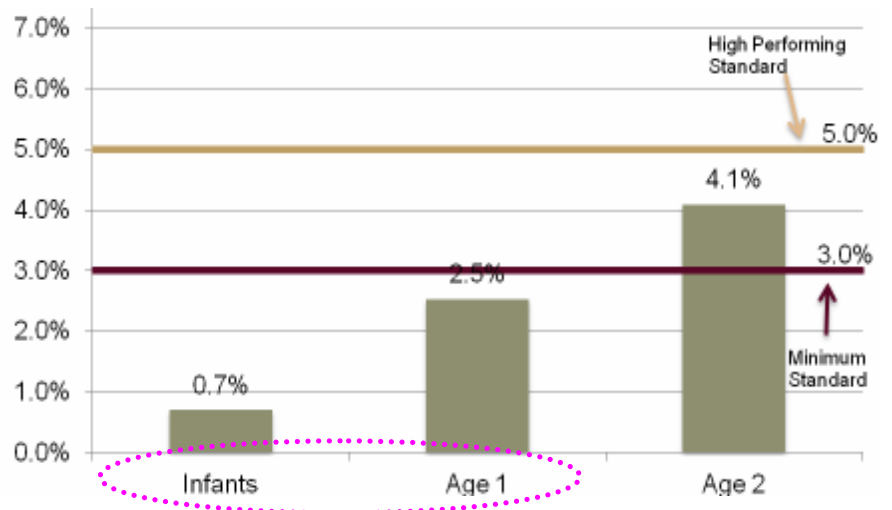
Family Child Care Providers offer care mostly to younger children, but it appears that 3 yr olds are being served disproportionately by those with higher education.

**2010-11 Percentage of Medicaid Enrolled Children Receiving Well-Child Exams for Caswell County, by Age (71% overall)**



Gradual decline then bump at age 4 (getting ready for K) with greatest needs at age 3 & 5.

**2010-11 Percentage of Children Age 0 – 2 Years Old in the Greensboro Region Who Received Early Intervention Services, by Age (3.0% overall)**



This information for infants and toddlers is provided by Children's Developmental Services Agency (CDSA) region; Caswell County is in the Greensboro Region.

Older toddlers receiving more services is a clear trend across the state, but is more pronounced in our Region.



# Early Care and Education

## Expanded Child Care Subsidy

Caswell County Department of Social Services

Initially Funded: **FY1998-99**    FY 2011-12 Funding: **\$99,344**    Match provided: **\$18,051**  
 FY 2010-11 Funding: **\$114,328**

### Activity Description

Smart Start will fund subsidy services for children birth - five enrolled in licensed child care facilities with a four or five star rating that meet the established criteria. Financial assistance will be paid on a direct per child basis for the purchase of care and enhancements for Temporary Assistance for Needy Families (TANF) eligible or Child Care Development Fund (CCDF) eligible families. This activity will be implemented through the state-level subsidy contract.



### Target Population

Family Size	75% State Median Income
1	\$26,507
2	\$34,663
3	\$42,819
4	\$50,975
5	\$59,130
6	\$67,286

Caswell County children 0-5 that have not entered or are not eligible for kindergarten, whose families' income is 0-75% of the state median income, and enrolled in 4 or 5-star care are eligible for subsidies. Facilities with 4 and 5-stars that provide subsidized care to children from Caswell County.

### Who was served?

Recipient	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
# unduplicated (different) children who received subsidy in at least one month over the course of the year	190	119	63%	157, 92%	189, 99%
# child care facilities who received quality bonuses	35	20	57%	26, 74%	37, 112%
# of children 0-5 on a waiting list for at least one month	No Proj.	131	na	151, na	103, na

### Facilities Demographics *(See chart on page 8 for details on Caswell sites impacted)*

Center/Home?	Stars	Ala-mance	Caswell	Durham	Guilford	Orange	Person	Rocking-ham	Grand Total
Family Child	4		1			1			2
Care Homes	5		2						2
<b>Home Total</b>			3			1			4
Child care	4	3	2*	1	2	1			9
centers	5	4			1		1	1	7
<b>Center Total</b>		7	2	1	3	1	1	1	16
<b>Facilities Total</b>		7	5	1	3	2	1	1	20

\*One Caswell Center was 4 stars when subsidy provided, but dropped to 3 stars early in fiscal year.

### What services were provided?

Service	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
Total # of months of subsidy given for all children ( <i>Duplicated children</i> )	1000	561	56%	1042, 87%	1318, 113%

### What impact was achieved?

Proposed Program Outcome	Status	FY11-12 Actual Outcome	FY10-11 Actual	FY09-10 Actual
By June 30, 2012, 50% (114 of 229) of all children receiving subsidy in Caswell county will be served through Smart Start subsidy.	●	42% (119 of 282)	60% (157 of 261)	55% (189 of 341)
By June 30, 2012, the percentage of children receiving subsidized care in a 4 and 5 star facility will remain above 80%.	●	100% (124 of 124)	96% (159 of 166)	97% (220 of 226)
By June 30, 2012, the average star rating of children receiving subsidized care will exceed 3.80.	●	4.18	4.10	4.08

● = Achieved; ◐ = Made Significant Progress; ○ = Not Achieved

### Collaboration

Due to the waiting list, there is less opportunity for collaboration as there had been in the past. However, the Department of Social Services continued the careful balance between using Smart Start funding with other Subsidy funding streams in order to be sure to serve children and families in accordance with best practices.

### Success story

Through Smart Start funding, Caswell County Department of Social Services (DSS) serves a client, Ms. B., who is a single parent working two jobs to support her family. Currently she is working Monday, Tuesday, Wednesday on one job and Thursday and Friday at her 2nd job. She is using Smart Start funds to subsidize her child care. Ms. B receives care for her children at a 5 star facility in Guilford County which is closer to her job. Without the Smart Start funds Ms. B. might not have been able to maintain her employment which aids in her supporting her children. Caswell County Department of Social Services Child care Subsidy staff and the parents are so thankful for the Smart Start funds.



# Child Care Resource & Referral

## Caswell County Partnership for Children (*In-House*)

Initially Funded: **FY 1998-99**    FY 2011-12    Funding: **\$18,972\***    FY 2010-11 Funding: **\$30,196**

*\*A significant cut from previous fiscal year.*

### Activity Description

Child Care Resource and Referral (CCR&R) provides technical assistance, training and support for child care providers, training, technical assistance, and support for individuals interested in becoming licensed providers; support and outreach for parent referrals and consumer education; resource lending library services; outreach and public awareness pertaining to child care related issues; data collection regarding local child care needs and services; and advocacy for quality programs and policies affecting child care. CCR&R services will be provided as needed over the phone, individually or in groups at the office, onsite at child care facilities, and at appropriate community locations. Collaboration and participation will occur with the Regional CCR&R system.

### Target Population

Families of children 0-5 who live or work in Caswell County and in need of child care; child care providers working in regulated child care facilities; child care facilities, local businesses, and the community at large.

### Who was served?

Recipient	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
# parents/guardians who received direct resource and referral help to find child care for their child	65	<b>40</b>	<b>62%</b>	57, 88%	54, 83%
# children who received a direct resource & referral to find child care	68	<b>56</b>	<b>82%</b>	82, 117%	71, 104%
# direct teaching staff (of children 0-5) who attended non-credit based training or workshops	30	<b>21</b>	<b>70%</b>	31, 78%	41, 103%
# individuals who received information, support and/or technical assistance in developing a new child care center or family child care home	No Proj.	<b>9</b>	<b>na</b>	10, 125%	10, 167%
# of child care providers, # of facilities with providers & # of families who utilized the Resource Lending Library	25, 7, 15	<b>30, 10, 6</b>	<b>120%, 143%, 40%</b>	31, 89%; 10, 100%; 18, 90%	34, 113%; 10, 100%; 21, 140%

### Recipient Demographics

Providers Trained	# providers	# sites		# providers	# sites
Star Rating	<b>21</b>	<b>4</b>	Type of Site	<b>21</b>	<b>4</b>
<b>3 stars</b>	9	1	<b>Centers</b>	20	3
<b>1 star</b>	1	1	<b>Homes</b>	1	1
<b>GS-110</b>	11	2			



## What services were provided?

Service	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
# of unique places visited for off-site referral visits	11	12	109%	11, 110%	9, 90%
# off-site weekly visits made providing R&R services offsite	48	39	81%	78, 98%	95, 190%
# Trainings provided	6	2*	33%	6, 86%	10, 143%
Resource Lending Library Inventory Reports	2	0	0%	(New)	
Child Care data report	1	1	100%	(New)	
Participation in public awareness activity	1	1	100%	2, 100%	2, 100%

\*A total of four (4) trainings were offered, but inadequate response resulted in cancellations.

## What impact was achieved?

Proposed Program Outcome	Status	FY11-12 Actual Outcome	FY10-11 Actual	FY09-10 Actual
By June 30, 2012, 80% (10 of 13) of parents surveyed indicate that they used quality child care indicators in search for child care.	●	88% (7 of 8)	100% (13 of 13)	100% (18 of 18)
By June 30, 2012, 70% (7 of 10) of parents surveyed who selected care indicated that they chose care in a 3, 4 or 5 star licensed program.	◐	67% (2 of 3)	50% (4 of 8)	67% (4 of 6)
By June 30, 2012, 90% (54 out of 60) of workshop participants will show an increase in knowledge about the topics.	●	91% (20 of 22)	100% (51 of 51)	94% (76 of 81)
By June 30, 2012, 75% of child care programs receiving technical assistance to enhance their quality will apply to DCD for at least a 1 star level increase within 6 months after TA is received.*	●	100% (1 of 1)	100% (1 of 1)*	33% (1 of 3)*
By June 30, 2012, 75% of participants surveyed from all outreach and awareness events will respond that activities were informative and they learned new facts about child care.	●	92% (12 of 13)	(New)	
By June 30, 2012, 75% of child care providers who visited the Lending Library will report having used or implemented information or resources gained from their LL visit as reported by follow-up surveys.	●	95% (18 of 19)	(New)	
By June 30, 2012, the average star rating of child placements in regulated child care programs will exceed 3.25. (PBIS PLA40)	●	3.97 (794 of 200)	(New)	
By June 30, 2012, the percentage of children enrolled in 4- or 5- star rated child care programs will remain above 50%. (PBIS PLA40)	●	58% (127 of 220)	(New)	

(\*previously in CCQC, now a modified service) ● = Achieved; ◐ = Made Significant Progress; ○ = Not Achieved

## Collaboration

CCR&R worked closely with child care providers of Caswell County by communicating their vacancies, changes in star ratings and any other updates about their individual facilities. Partnering with surrounding counties allows Caswell County CCR&R to participate in and utilize a regional provider database that links all CCR&R programs, allowing CCR&R to make referrals in neighboring counties, as well as it allowing child care providers in Caswell County to take advantage of training opportunities provided in neighboring counties.

## Success story

Some feedback about CCR&R in the Child Care Provider's own words:

- I think that the [CCR&R] is a great program. It is very helpful for me as a teacher. Their Lending Library helps me with my lesson plans and set up of my classroom. The props I borrow ... makes me more creative in the room and the kids love role playing with the materials. I think they have very educational items that I use in my room to help teach my children. CCPC is very important for a lot of people in the community and very helpful. The trainings are great and they are very resourceful.
- This program is very important in helping me with my college work. I enjoy all the materials to help with the children's growth. There are so many books to help with social and emotional development in the children.

# Professional Development Incentives

## Caswell County Partnership for Children (In-House)

Initially Funded: **FY 1998-99**

FY 2011-12 Funding: **\$81,329**

FY 2010-11 Funding: **\$73,978**

### Activity Description

The Professional Development Incentives activity promotes a stable and educated child care workforce by encouraging child care teachers' pursuit of higher education, providing increased compensation, and supporting employment longevity. Child care providers who work with children between the ages of birth to five years in a NC Division of Child Development regulated Caswell county child care facility in a capacity of direct teaching staff or those staff responsible for curriculum and/or lesson plans will be eligible to apply for an annual incentive. Incentives will be based on three elements:

- 1) level of education already achieved,
- 2) years of service in the same child care facility, and
- 3) early childhood college credits earned.



### Target Population

Child care providers working directly with children or curriculum for children age birth to five in regulated child care centers and family child care homes in Caswell County.

### Who was served?

Recipient	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual*
# of direct teaching staff who were awarded professional development incentives	26	<b>26</b>	<b>100%</b>	31, 115%	26*
unduplicated # of centers and homes that had at least one direct teaching staff who received an incentive	7	<b>7</b>	<b>100%</b>	8, 114%	7*
# of children enrolled in above centers and homes impacted	191	<b>175</b>	<b>92%</b>	193, 97%	209*
# child care direct teaching staff who received early childhood education (or related) credits	18	<b>23</b>	<b>128%</b>	26, 153%	19*
# providers make progress on their professional development plan	23	<b>23</b>	<b>100%</b>	(New)	

*\*No Projections due to delayed start at NCPC's request & pilot-like nature of changes.*

### Recipient Demographics

	Totals	5 stars	4 stars	3 star
# centers	<b>4</b>	2	2	
# homes	<b>3</b>	2		1
# providers who received incentives	<b>26</b>	16	9	1
# children impacted at entire site	<b>175</b>	72	100	3

*"I think this program is great. It gives teachers like me the drive to keep pushing through school. The program motivates me to be the best teacher I can be and to keep learning as much as I can learn. Without it I don't know if I would be as quick to take the classes and to keep going with the classes."*

## What services were provided?

Service	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
Unduplicated # professional development incentive applications completed by providers*	31	28	90%	32, 103%	29
Provider Resource Directory	1	1	100%	(New)	
Report on barriers for providers interested in furthering their educational goals and plan of action for addressing barriers	1	1	100%	(New)	

\*Of 31 providers that received incentives during FY 2010-11, five providers did not apply during FY 2011-12. Of those, three providers left their centers and two providers without Associates Degrees did not take any college courses.

## What impact was achieved?

Proposed Program Outcome	Status	FY11-12 Actual Outcome	FY10-11 Actual	FY09-10 Actual
By June 30, 2012, <b>68%</b> (21 of 31) of direct teaching staff who complete a professional development plan will enroll in early childhood education (or related) college credit courses.	●	82% (23 of 28)	81% (26 of 32)	41% (19 of 46)
By June 30, 2012, <b>86%</b> (18 of 21) of teaching staff earn credit hours in early childhood or related courses with a 2.0 grade point.	●	100% (23 of 23)	100% (26 of 26)	84% (16 of 19)
By June 30, 2012, the percentage of children enrolled in 1-5 star rated <b>child care centers</b> that have: <u>at least 5 of 7 administrator education points</u> will maintain min stand. of <b>60%</b> (100% currently of 166); <u>7 administrator education points</u> will increase by 3% towards high performing <b>35%</b> (28% to 31%, 47 to 52 of 166).	◐	100% (173 of 173) 28% (48 of 173)	100% (136 of 136) 35% (47 of 136)	72% (151 of 210) 23% (48 of 210)
By June 30, 2012, percentage of children enrolled in 1-5 star rated <b>child care centers</b> that have: <u>at least 5 of 7 lead teacher education points</u> will maintain min stand. of <b>60%</b> (100% currently of 166); <u>7 lead teacher education points</u> will increase by 5% towards high performing <b>35%</b> (10% to 15%, 16 to 25 of 166)	●	100% (173 of 173) 42% (73 of 173)	100% (136 of 136) 10% (13* of 136)	87% (183 of 210) 15% (32 of 210)
By June 30, 2012, the percentage of children enrolled in 1-5 star rated <b>family child care homes</b> with <u>at least 5 of 7 education</u> will increase by 3% to 58% (from 55%, 12 to 13 of 22; min= <b>60%</b> )	●	63% (17 of 27)	55% (12 of 22)	43% (13 of 30)
By June 30, 2012, for center providers who have received an incentive, the median salary plus supplement for teachers with a 2 yr degree in ECE or its equivalent will be at least <b>\$14 /hour</b> AND for teachers with 4 yr degree in ECE or its equivalent be at least <b>\$19 /hour</b> .	◐	\$16.21 & \$17.98	\$11.09 & \$21.05	\$15.52 & \$20.68
By June 30, 2012, for sites where direct teaching staff received an incentive, maintain teacher stability/turnover rate of <b>11%</b> . (4 out of 40)	●	7% (2 of 27)	2% (1 of 41)	11% (6 of 55)
By June 30, 2012, <b>80%</b> (26 of 32) of providers who completed a professional development plan will have shown progress in at least 50% of goals.	●	82% (23 of 28)	(New)	

● = Achieved; ◐ = Made Significant Progress; ○ = Not Achieved

## Collaboration

This activity collaborated most with the local community college as well as center Directors in verifying data.

## Success story

Some more feedback about Professional Development Incentives in the Child Care Provider's own words:

- *Smart Start has encouraged me to continue my educational goals and to pursue my career to be a teacher. It has also made a difference in the way I care for children in my care, by providing me with new knowledge through trainings and workshops. The Smart Start [Professional Development] Incentive has provided me with extra income and this makes me feel good about myself and makes me want to continue my education. This is a wonderful program and has helped many teachers as well as children.*
- *I think it's a great program to help encourage staff to go and take classes to help them with their job. It also encourages them to stay at the same center. I love the fact they have to stay at the center to receive the check. It helps the children, when you have a lot of teacher turnover its very hard on the kids. Great incentive for the staff at our center.*

# Family Support

## Raising A Reader

Caswell County Partnership for Children (*In-House*)

Initially Funded: **FY 2011-12**

FY 2011-12 Funding: \$ 20,075

### Activity Description

A Raising A Reader (RAR) Community Coordinator will implement Raising A Reader, a program that promotes daily book sharing between parents and their children. Coordinators will attend RAR training and will then train identified teachers. Child care centers with a 3, 4 or 5 star rating will be targeted and will loan identified families a numbered book bag containing high quality children's books. The books will be exchanged each week. Shared reading sessions will take place in the child care centers at least once a week for 26 weeks. Parents of the children will be invited to participate in at least 4 parent workshops where they will learn book sharing strategies. Families will be invited to attend at least one children's event at the library and will be encouraged to apply for a library card. Parents who complete pre- and post- surveys, attend the 4 parent workshops and the event at the library may be eligible for an incentive.



### Target Population

Families with children birth – 5 years that are enrolled at child care centers with a 3, 4 or 5 star rating will be targeted.

### Who was served?

Recipient	FY11-12		
	Projected	Actual	Actual/Proj.
# RAR classrooms	3	2	67%
# centers with at least 1 classroom participating in RAR (SS)	3	2	67%
# children served in RAR classrooms	50	19	38%

### Recipient Demographics

	2 Centers	19 total Children
<b>4 Stars</b>	1 Classroom	9 children
<b>5 Stars</b>	1 Classroom	10 children



### What services were provided?

Service	FY11-12		
	Projected	Actual	Actual/Proj.
Complete steps required for implementation	4	<b>4</b>	100%
# parent workshops	12	<b>4</b>	33%
# book bags distributed to children ( <i>4 books in each</i> )	No Proj.	<b>162</b>	-
# visits to library	No Proj.	<b>0</b>	-
# new library cards	No Proj.	<b>0</b>	-
# story time visits to centers	No Proj.	<b>0</b>	-

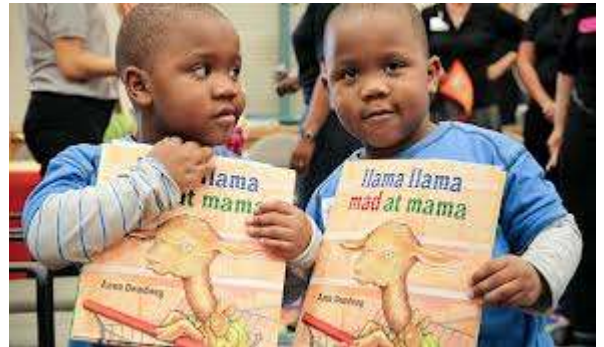
## What impact was achieved?

Proposed Program Outcome	Status	FY11-12 Actual Outcome
100% of set-up requirements met prior to implementation.	●	100% (4 of 4)
<i>(Additional Outcomes not available due to delayed start &amp; minimum time needed before conducting post-evaluation.)</i>	○	na

● = Achieved; ◐ = Made Significant Progress; ○ = Not Achieved

## Collaboration

Raising A Reader worked closely with the Gunn Memorial Public Library for the Blue Bag Ceremony.



## Success story

"Raising A Reader ... has helped the families and [our program] tremendously. Some families are unable to take their children to the library on a weekly basis to check out books, but with the Raising a Reader program providing the children with four books each week, they get a regular opportunity to have exposure to books.

One parent mentioned that she has seen a lot of changes in her daughters' eagerness to select books more not only to just look through the pages, but to also tell stories by looking at the pictures. She is reading to her parents and siblings! One thing that this mother was very excited about was her daughters' ability to recognize more words....

During circle time, teachers will read books from the extra bags during the week. From a teacher's perspective, it really does something to you to have four and five year olds read the books to you because they have memorized the stories from continuous exposure.

Without this program, I feel that a lot a lot of children will be at a disadvantage because they will not have the opportunity to be exposed to the books and new vocabulary on a daily basis."

See *Program Coordination & Evaluation Success Story* for details of online image snapshot below:

**Raising A Reader**

Home | Affiliates | Educators | Families | Get Involved | About Us

Home > Affiliates > Online Affiliate Network > New Resources

### New Resources

Discover the latest resources, links and articles from Raising A Reader!

- **Site Form** developed by Justine A. Wayne for the Caswell County Partnership for Children
- **Teen Parent Resources**
- **Ideas for Families Without Access to the Public Library**
- **American Library Association Article**
- **Booklists**
- **Alignment Documents**
- **RAR Book Adaptations for Families with Special Needs**
- **RAR Contra Costa Book Adaptation Resource Guide**
- **Parent Interactive Reading Workshop Plan**
- **HFRP-Family engagement in early childhood education**
- **Dialogic Reading Handout**
- **Issue Brief: Kindergarten Success**
- **Dr. Hiro Yoshikawa Keynote: Immigrants Raising Citizens**
- **Kindergarten Marketing Documents**
- **Program Quality Grant Presentation slides and audio record**



# Program Support

## Program Coordination & Evaluation Services

Caswell County Partnership for Children (*In-House & Contractor*)

Initially Funded: **FY 1998-99**

FY 2011-12 Funding: **\$29,952\***

FY 2010-11 Funding: **\$43,517**

\*A significant cut from previous fiscal year.

### Activity Description

The Program Coordination/Evaluation activity will develop and maintain relationships with service providers, and provide services critical to program accountability including 1) review progress of programs toward meeting programmatic goals and objectives outlined in the annual plan; 2) development of programmatic short- and long-term outputs and outcomes; 3) measurement and reporting of programmatic outputs, outcomes and performance; 4) compilation and review of programmatic statistical databases; 5) provision of technical assistance to service providers and grantees; 6) evaluation of community infrastructure for the provision of services to children; 7) serving as liaison with community providers of services to children; 8) planning, development and oversight of program evaluation projects; 9) development, collection and review of programmatic reports; and 10) researching best practices for program delivery. The program coordination/evaluation activity will also include the monitoring of, and enforcing compliance with, legislative mandates; and financial and programmatic monitoring of in-house activities and direct service providers and grantees. In addition, the activity will support the Caswell County Partnership for Children website design and updates to connect the community to services.

### Target Population

Smart Start program participants, including families of children 0-5 and Child Care Providers, Direct Service Providers, Partnership program staff, Partnership Board, Committee Members, and Community.

### Who was served?

Recipient	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
# of activities monitored	5	5	100%	8, 100%	9, 100%
# of committees staffed	No Proj.	5	-		

### Recipient Demographics

Committees Staffed	# Meetings		
Child Care Providers Advisory	3	Evaluation	2
Community Awareness/Parental Involvement	2	Executive Committee	1
		Planning Committee	1

### What services were provided?

Service	FY11-12			FY10-11	FY09-10
	Projected	Actual	Actual/Proj.	Actual	Actual
# of Technical Assistance sessions provided (visits, meetings)	5	8	160%	11, 138%	9, 180%
# CCPFC Committee meetings staffed, # Community (LICC) meetings attended, # of regional evaluators' meeting/ trainings	3,6, 3	9,6, 5	300%, 100%, 167%	2, 50%; 6, 100%; 4, 133%	5, 125%; 6, 86%
# Evaluator's Quarterly summary reports; # Quarterly Reports submitted to NCPC; # Quarterly reports, 4 per service provider	4,4, 24	4,4, 22	100%, 100%, 92%	3, 75%; 4, 100%; (New)	2, 50%; 4, 100%; (New)

Special Projects (Annual Plan, Final Activity Report, Needs Assessment, RFP/RFA)	4	4	100%	4, 100%	2, 100%
Evaluation tools revised or updated significantly	5	12	240%	3, 60%	6, 120%
CCPFC website updates	12	21	175%	(New)	

### What impact was achieved?

Proposed Program Outcome	Status	FY11-12 Actual Outcome	FY10-11 Actual	FY09-10 Actual
By June 30, 2012, Caswell County Partnership for Children will have a Smart Start Annual Plan, approved by the Partnership Board and NCPC.	●	100% (1 of 1)	100% (1 of 1)	100% (1 of 1)
By June 30, 2012, 100% of monitoring findings identified will be addressed through an action plan and associated TA or other resolution as determined by the Executive Director.	●	100% (13 of 13)	86% (6 of 7)	100% (0 of 0)
By June 30, 2012, a (1) master list of county wide and CCPFC data sources relevant to young children, their families and their child care providers will be created.	●	100% (1 of 1)	100% (1 of 1)	75% (3 of 4 areas)
By June 30, 2012, 80% (4/5) of all funded providers receiving technical assistance will report that evaluator provided helpful technical assistance as documented by surveys.	◐	67% (2 of 3)	75% (3 of 4)	80% (4 of 5)
By June 30, 2012, 80% (4/5) of all funded programs served will track program impact more accurately through the implementation of new or revised measurement tools such as assessments, pre and post tests, surveys and record reviews.	●	100% (5 of 5)	50% (3 of 6)	67% (6 of 9)

● = Achieved; ◐ = Made Significant Progress; ○ = Not Achieved

### Collaboration

Caswell County Partnership for Children Board and Committees assisted in prioritizing needs in the community, reviewing progress of funded activities, and determining the allocation of resources to ensure the greatest impact for children. The Local Interagency Coordinating Council (LICC) assisted in identifying needs in the community, linking families to services, communicating on needs and services to prevent duplication of services, and worked to ensure resources were used in the most effective manner. Smart Start Funded Direct Service Providers and CCPFC Staff assisted in identifying needs, coordinating services, and linking families and providers to services. The Regional Smart Start Evaluators & NC Partnership for Children staff also supported Evaluation services and use of best practices.

### Success story

While implementing the new Raising A Reader Program, Program Coordination & Evaluation provided technical assistance for getting set up & launching the new program. As part of this process, we searched the affiliate website for a tool to use to collect data from participating child care centers to track their program implementation. After not finding one & contacting the national office to see if we missed it, the director provided the content of the data to be collected and the Evaluator created a tool to capture the necessary data. When the national office saw it, they were excited & wanted to share it on the website for other affiliates to use. *(See image above which includes local credit)*

"What you made looks great. ...Unfortunately, we don't have any ready-made documents such as the one you provided; however, I would love to upload what you have created onto the Online Affiliate Network to help other affiliates who might be looking for something similar."

Staff from the NCPC office wrote, "Congratulations! Always rewarding when a national partner wants to use your material!!!!"

