



TRANSFORM
— CONSULTING GROUP —

Developing a Coalition Focused on Early Childhood

September 30, 2017





TRANSFORM
— CONSULTING GROUP —

Who we are

We have knowledge and experience in education, human services, community development and government. For our clients, we are more than a vendor or a consultant. We become a partner in your mission and a champion in your success.



Who we help



GOVERNMENT



NONPROFITS



EDUCATION



COMMUNITIES

What is a coalition?

- A coalition is any group of people who come together in their community to address an issue bigger than what one entity can resolve.

Why?

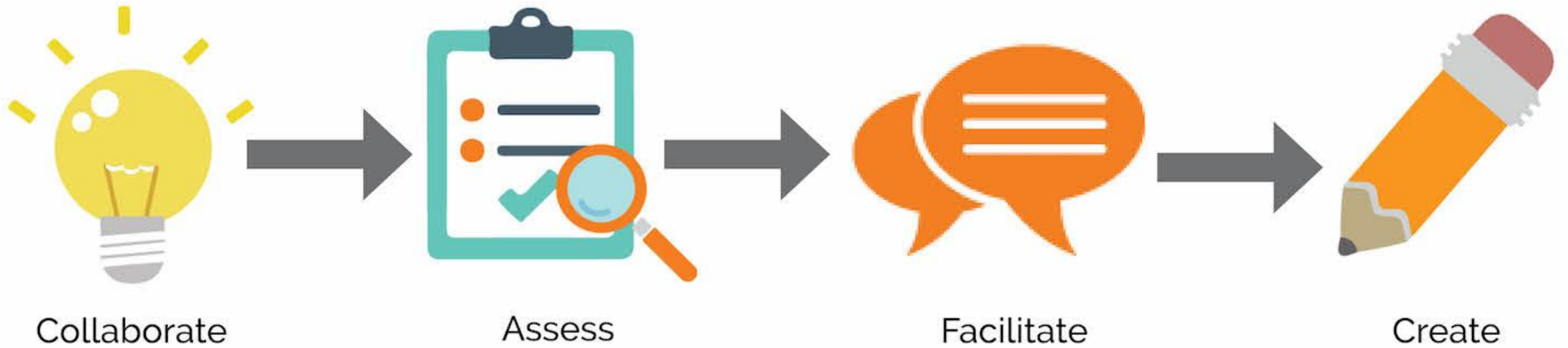


Why form and/or join an Early Childhood Coalition?

Why?

- ✓ Other states who have expanded early learning investments have used local coalitions.
 - [Michigan Great Start Communities](#)
- ✓ Indiana has a strong value of local decision-making.
- ✓ Most of our work in the state is implemented regionally or locally.
- ✓ Local partners (Community Foundations, United Ways, and others) are already supporting this work.
- ✓ The issue of early learning is complex and multi-faceted that not one agency or entity can address.

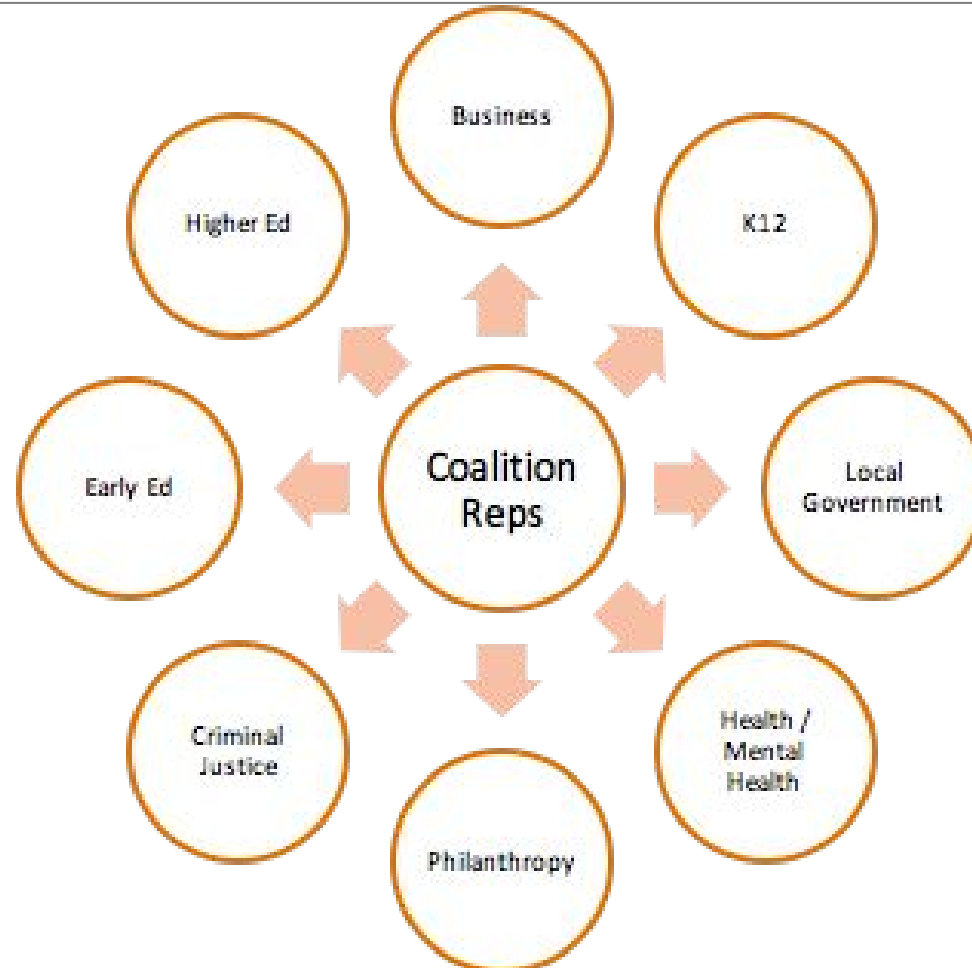
Our Process





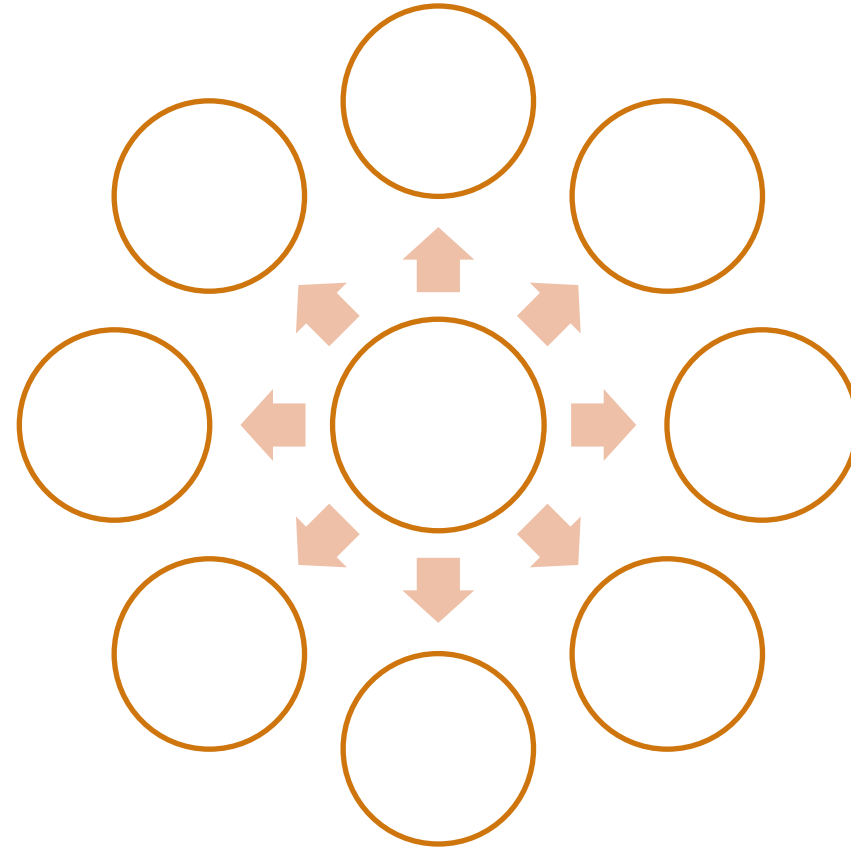
1. Collaborate

Who are the key stakeholders to engage?





1. Engage Key Stakeholders





1. Engage Key Stakeholders

What is the message or the “ask” to key stakeholders to join the coalition?

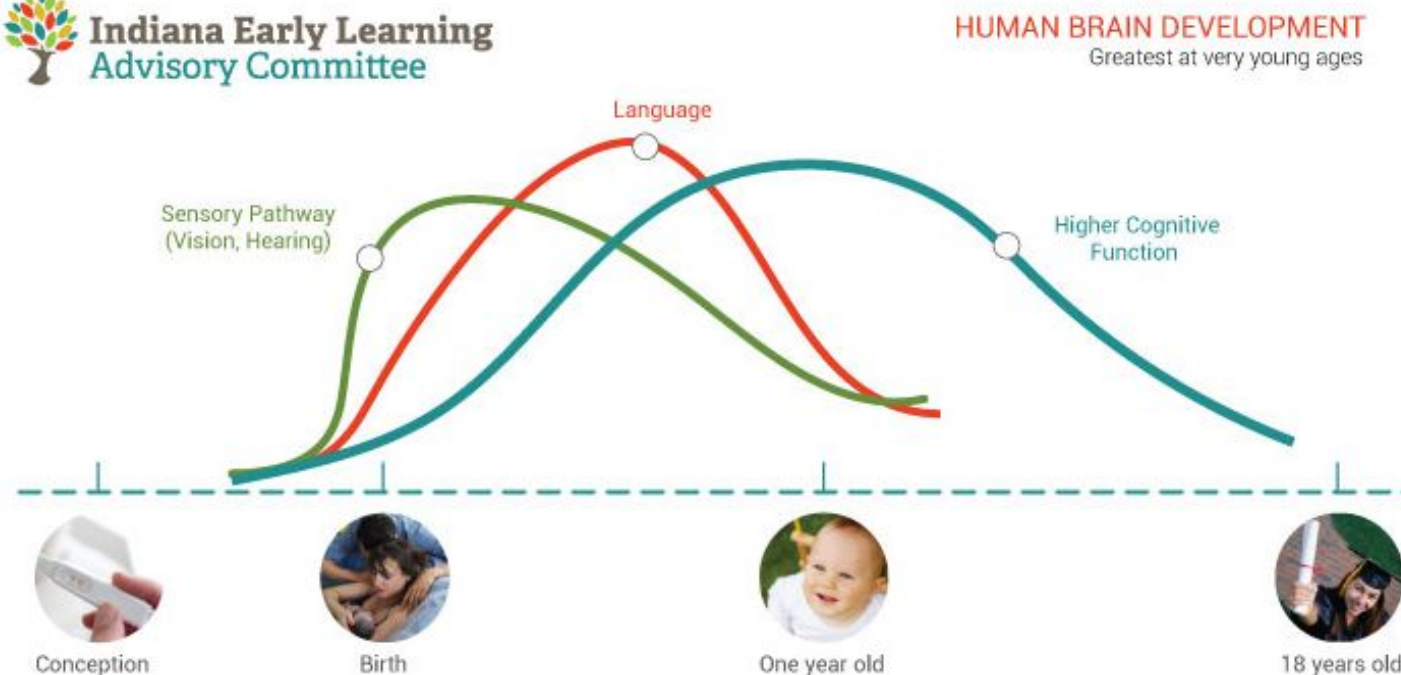
1. Engage Key Stakeholders

- Explain the why
 - Why is early childhood education important? Why is this issue relevant to them?
- Align with their interests
 - What is the interest of an employer, chamber, funder, sheriff, mayor?
- Have a clear value proposition – “what’s in it for me”
 - By engaging/ joining, you will be able to do _____.
- Provide time commitment and expectations
 - How long will you meet? How often? What other meetings, if any, are required?



Brain Development

- By one year of age, the head circumference, which reflects brain growth, has doubled in size.
- By three years of age, the child's brain is 85% of the adult size brain. By age 5, it's 90% of the adult brain.
- During the first 3 years, 700 new neural connections are created every second.



SOURCE: C.A. NELSON IN FROM NEURONS TO NEIGHBORHOODS, 2000

Economic Case



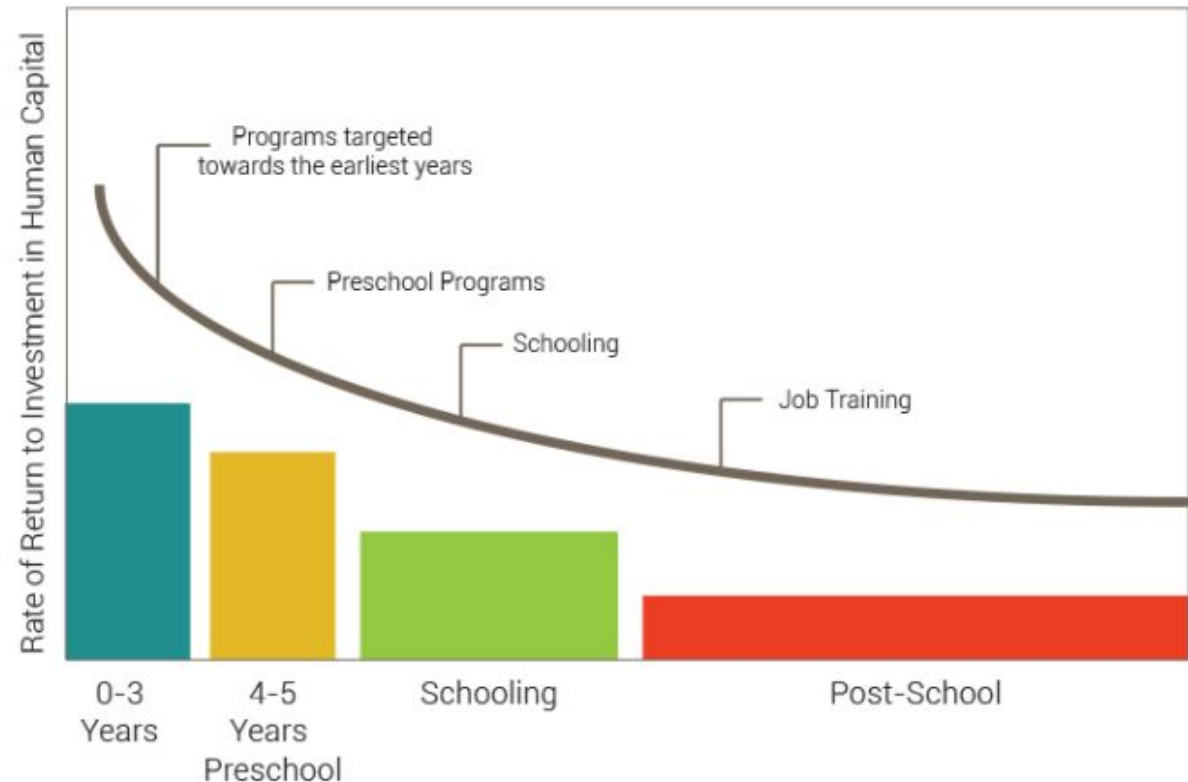
RATES OF RETURN TO HUMAN CAPITAL
Investment at different ages

ROI of \$4 - \$15:

- Lower special education costs
- Lower retention costs
- Lower social issue costs (teen pregnancy, homelessness)
- Increase post-secondary attainment
- Lower crime costs

Indiana ROI report:

<http://www.elacindiana.org/resources/>



Workforce Impact

- Early Childhood Education has an immediate impact on the workforce (parents) now! We don't have to wait to see results in 18 years.
- 45% of parents are absent from work at least once due to child care issues, missing an average of 4.3 days.
- 65% of parents' work schedules are affected by child care challenges an average of 7.5 times.
- These child care challenges cost US employers an estimated \$3 billion annually.
- Employee retention is a key driver of customer retention. Studies show an inverse correlation between employee turnover and sales: the greater the turnover, the weaker the sales.

1. Engage Key Stakeholders

Cheat Sheet of Resources:

- ✓ ELAC <http://www.elacindiana.org/why-early-childhood-matters/>
- ✓ The Heckman Equation <https://heckmanequation.org>
- ✓ Ready Nation: <https://www.strongnation.org/locations/indiana>
- ✓ The Center for the Developing Child at Harvard University
<http://developingchild.harvard.edu/>
- ✓ First Five Years Fund - <http://ffyf.org/why-it-matters/>
- ✓ The Ounce of Prevention <http://www.theounce.org/the-problem>
- ✓ The Campaign for Grade Level Readiness
<http://gradelevelreading.net/ourwork/school-readiness>

1. Engage Key Stakeholders

- Multi-media videos
 - First Five Years Fund: “Change the First Five Years” video
 - Center on the Developing Child, Harvard University: “Brain Builders” video
 - Soon will have Indiana Summit (June 5th) keynote speaker videos!



2. Assess



Make sure everyone is on the same page with their understanding of the community and no assumptions!

2. Assess

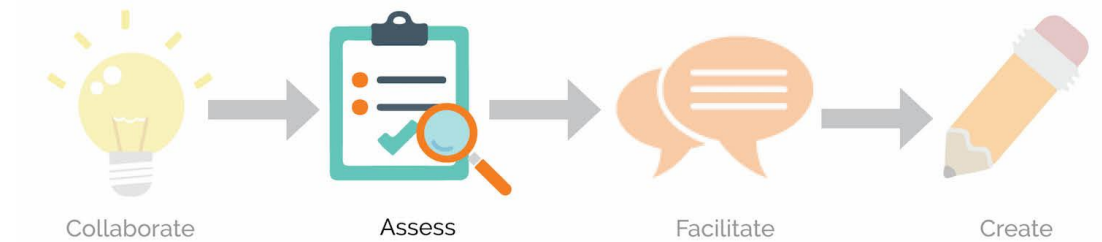
Understand the Current State

1. Quantitative – stats and figures

- Review population, education, income, and workforce data

2. Qualitative – stakeholder feedback

- Meet with and gather feedback from key stakeholders: *early childhood education programs, parents, businesses, and other key community partners.*





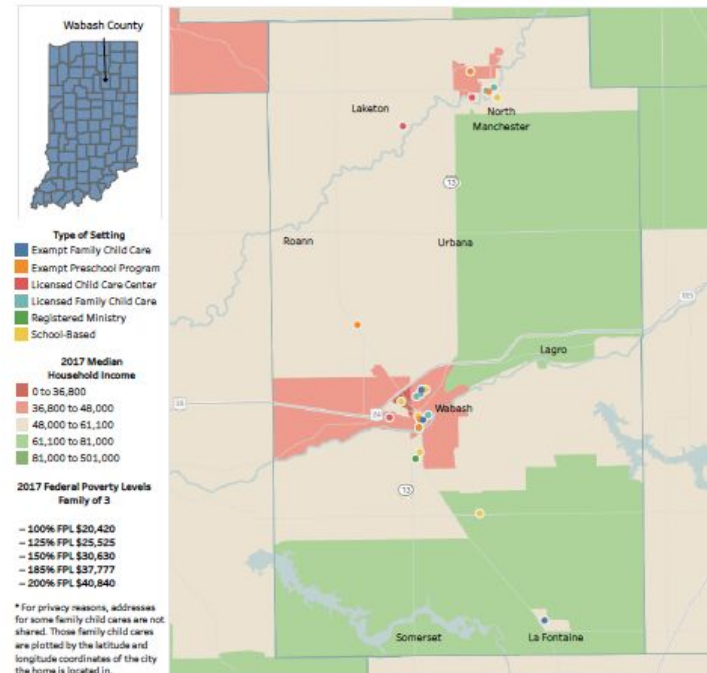
2. Assess

Wabash County Early Childhood Education Programs				
Early Childhood Program	PTQ Level	Type of Setting	CCDF	Desired Capacity
1. Angela Davis	Not participating	Exempt Family Child Care	Does not accept	5
2. Area Five Agency Head Start - Laketon	PTQ 3	Licensed Child Care Center	Does not accept	18
3. Area Five Agency Head Start - Wabash	PTQ 3	Licensed Child Care Center	Does not accept	33
4. Christina Grant	Not participating	Exempt Family Child Care	Does not accept	5
5. Emmanuel Christian School	Not participating	School Based	Does not accept	25
6. Grandma Cooper's Daycare	Not participating	Exempt Family Child Care	Approved	5
7. Happy Days Preschool	Not participating	Exempt Preschool Program	Does not accept	60
8. Kids First Registered Childcare Ministry	PTQ 1	Registered Ministry	Approved	50
9. Kidz Korner Daycare	PTQ 3	Licensed Family Child Care	Approved	12
10. Kim Ritter	PTQ 1	Licensed Family Child Care	Approved	10
11. Little Friends Day Care	PTQ 3	Registered Ministry	Approved	108
12. Little Hands Big Hearts Daycare LLC	PTQ 2	Licensed Family Child Care	Approved	12
13. Manchester Early Learning Center	PTQ 3	Licensed Child Care Center	Approved	43
14. Manchester Elementary School	Not participating	School Based	Does not accept	Unknown
15. O J Neighbors Elementary School	Not participating	School Based	Does not accept	25
16. Southwood Elementary School	Not participating	School Based	Does not accept	Unknown
17. Special Care Day Service	PTQ 4	Licensed Family Child Care	Approved	12
18. St. Bernard Catholic School	Not participating	School Based	Does not accept	30
19. Sycamore Preschool	Not participating	Exempt Preschool Program	Does not accept	40
20. The Busy Beehive	PTQ 1	Licensed Family Child Care	Approved	12
21. The Peace Patch Preschool	Not participating	Exempt Preschool Program	Does not accept	20
22. Wabash Miami Area Program for Exceptional Children	Not participating	School Based	Does not accept	48
23. Wabash Presbyterian Preschool	Not participating	Exempt Preschool Program	Does not accept	30
24. Wesley Academy	Not participating	Exempt Preschool Program	Does not accept	Unknown
Subtotal				603

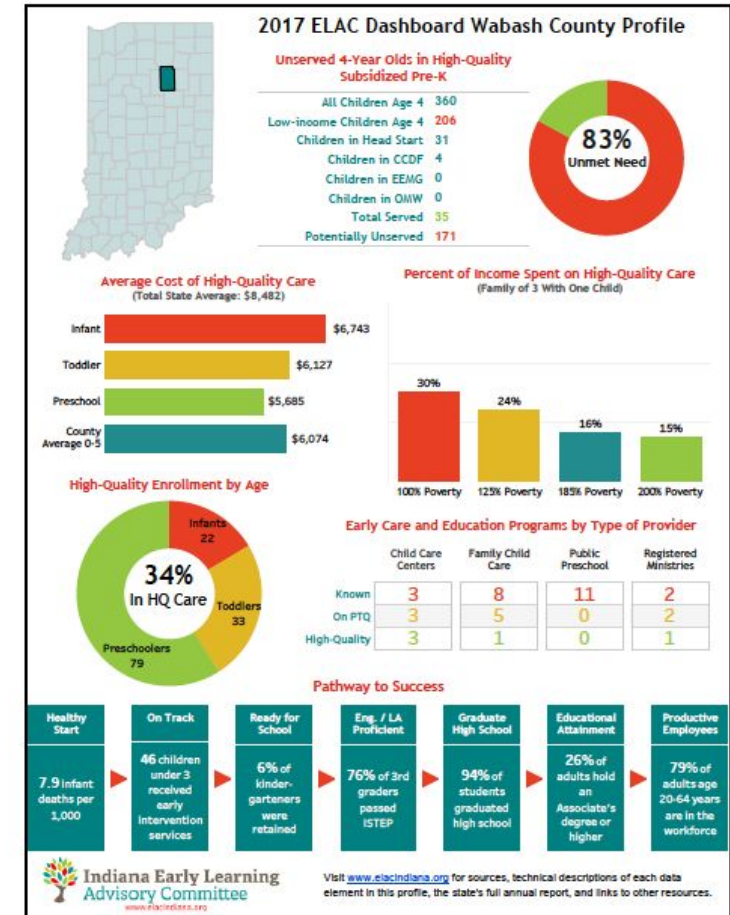
Wabash County Early Childhood Education Programs

Wabash County has 24 identified early childhood education programs. They consist of exempt and licensed family child care, child care centers, exempt preschool programs, registered ministries, and school-based programs.

The map shows the county divided by a family's median income. The shades of red represent lower income areas, where the green represents \$61,100 to \$81,000 median incomes. The majority of early childhood education programs are in lower income areas.

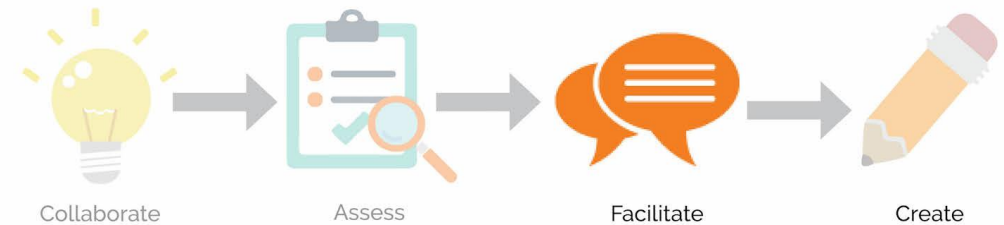


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3. Facilitate Consensus

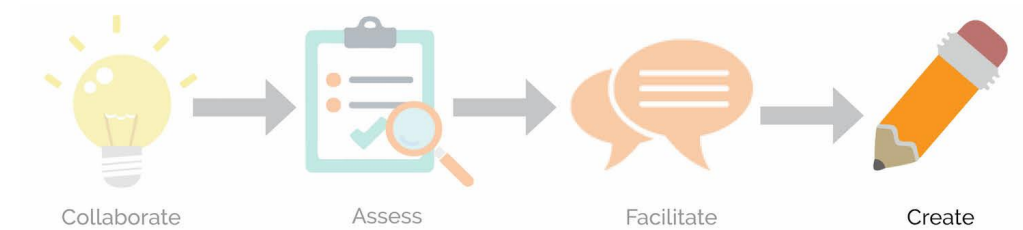
- Bring your team together to review all of the information collected.
- Assess the common themes.
- Identify the priority focus areas and goals.
- Reach clarity on the change that you want to see occur in the next 3-5 years in your community.





4. Create a Collective Vision / Plan

- Multi-year plan
 - Ensure there are short-term, “early wins” to build momentum
 - Long-term strategies broken out into action steps
- Not a formal report that sits on a shelf



Next Steps

What are your next steps to take?

Conclusion



We look forward to partnering!

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