Mission: Optimal Development for Children Birth-8 and Families

Quarterly Progress Update

Quarter: _____**June**_____ Date: __**2025**_____

Progress Status Key

	Progress on Track	The strategy is advancing as planned and meeting expected milestones.
	Monitoring – Data Pending	Initial progress is evident, but additional data or clarification is needed.
	Needs Attention	The strategy is not currently meeting expectations and may require intervention.

Strategy Updates

1). Deploy Childcare Tactical Team Status: 

Process Measure: By June 30, 2027, Childcare Tactical Team's regional action teams will develop and implement plans to increase the number of high quality child care spaces for working families across Coös County, measured by annual activities reports. • Outcome Measure: By June 30, 2027, the number of childcare spaces for working families in Coös County will be increased by 300 spaces, measured by comparison to 2024 baseline numbers.

Progress this quarter:

The second convening of the Childcare Tactical Team was held on March 11, with approximately 65 participants in attendance. Innovative efforts to expand, recruit, and retain childcare services continue across the region. The remaining funds allocated to this strategy in the FY25 budget, **$35,918.00** have been transferred to the **Coös Director Network** to support ongoing implementation. Colebrook Country Day & Stratford school district are working closely to support a satellite site location within the school building, which would eventually hold spots for infants to

prek. The current goal is for the beginning of the 2025-2026 school year, though a lot depends on the construction time schedule & funds. Head Start may be able to provide some parental support, and the outdoor area will be large enough for Head Start standards to ensure they can participate more fully in the prek classroom on a longer time schedule. GCLC expansions are still moving forward. The Credit Union site has put out contractor RFPs, which is the main timeline to track for opening. It looks like early 2026, but again depending on contractors. GCLC & Androscoggin Hospital are continuing conversations around opening a childcare site in their off-site building. We are looking into lease drafts, funding opportunities, and getting the budget set for renovations, materials, and staffing. Lancaster Play & Learn is also beginning conversations with the Network around looking for an additional site to split into a Nursery & separate Pre K center to support increasing overall capacity at all age levels. Just in the initial phases, but the enthusiasm is there!

The Director of the Network, Airole, was able to sit in the FCI-Berlin meeting thanks to Stephanie from Goodlander's office. She will be meeting with Ren Anderson from North Country Healthcare to discuss partnering on the WORC grant for staff.

The Network continues to move forward to uprighting the Comprehensive Fiscal Sponsorship organization in collaboration with 3 childcare centers, and with continued contracted support from Social Impact Commons. This will create the backbone of sustainable support for childcare centers, expansions, and childcare providers. The Network has also hired a part-time Coordinator to support and give capacity to all the efforts, who will begin in May.

Summary: Over the past few years, the Coös Coalition has played a key role in supporting the development of a regional childcare strategy, facilitating cross-sector dialogue, aligning resources and allocating funds, as well as advocating for solutions, via hosting regional convenings. As this work enters a new phase, focused on expansion and sustainability, it has become clear that the Directors Network, made up of local early childhood program leaders, is well-positioned to take the lead in coordinating and driving this strategy forward.

Transition Details

- **Leadership and Funding**: The Coös Directors Network will become the primary lead on funding procurement, including grant writing and partnership development, related to the childcare strategy.
- **Coalition Role**: The **Coös Coalition will remain a committed and active partner**, supporting the strategy through:
    - Strategic alignment- support
    - Regional advocacy
    - Connection to collective impact efforts
    - Technical assistance and resources, as needed

- This transition is designed to enhance the sustainability and ownership of the work, with those closest to the implementation taking on a more direct leadership role.

Challenges/Barriers:

Supporting Stratford in their childcare expansion efforts- contractors needed.

Next steps:

Childcare expansion, retention, and recruitment will remain an ongoing focus of the Coös Directors' Network, with regular updates provided by the group. The Network is in the process of forming a support team, which will include representation from outside the Directors' Network to ensure continued collaboration and alignment across partner agencies. Coalition will continue to provide strategic partnership and support of these efforts.

2). Maintain use of evidence-based practices to support social emotional development

Status: 

Process Measure: By June 30, 2027, Coalition partners will train 90% of staff working with children and families in partner organizations in Growing Great Kids, Conscious Discipline, or Pyramid Model, measured by annual training reports.

• Outcome Measure: (GGK/CD): By June 30, 2027, 90% of partner organizations will incorporate the Growing Great Kids or Conscious Discipline model into their services.

• Outcome Measure (Pyramid Model): By June 30, 2027, 90% of early care and education settings in Coös County will have Step 3 Granite Steps for Quality designations on the Pyramid Model or other state-approved pathway

Progress this quarter:

Process Measure: By June 30, 2027, Coalition partners will *train 90% of staff working with children and families* in partner organizations in Growing Great Kids, Conscious Discipline, or Pyramid Model, measured by annual training reports.

Good progress towards **training** has been made:

GGK- baseline (10/24)- 34% of partners trained- Current (4/25)- 76% trained.

Pyramid Model- baseline (10/24)-25% trained- Current (4/25)- 56% trained.

Conscious Discipline -baseline (10/24)- 45% trained- Current (4/25)- 62 % trained.

Outcome Measure: (GGK/CD): By June 30, 2027, *90% of partner organizations will incorporate* the Growing Great Kids, Conscious Discipline or Pyramid Model into their services.

Progress towards **incorporating** of approaches- questioning data:

GGK- baseline (10/24)- 100%- Current (4/25)- 100%

Pyramid Model- baseline (10/24)- 100%- Current (4/25)- 100%

Conscious Discipline- baseline (10/24)-54%, Current (4/25)- 54%

- Baseline was 100% on GGK and Pyramid Model?
- Conscious Discipline- has not moved, despite widespread scale-up?

Challenges/Barriers:

The outcome data measure does not appear to accurately report what is happening in the field. There is a need to clearly define "partner organizations" and what it means for them to "incorporate" evidence-based practices.

Are there partner organizations that have not signed MOUs, that should? Does the Partner Organization directly reflect what is happening in the field with implementation (e.g Director's Network vs. childcare centers implementation). Should we capture all SAU data PreK-Grade 2- in the example of Conscious Discipline data.

This outcome measure was added during the system planning process in recognition that *training staff alone* doesn't necessarily lead to implementation, however how do we accurately measure how implementation is going- especially across various partners, using various approaches?

With a Systems Plan 2.0 version coming soon, we will need to get clear on what are the relevant data measures in PD/SEL.

Next steps:

GGK will host an in-person training (for those previously trained remotely), date TBD- and GGK will move out of the Systems Plan 2.0 version and be housed within GGK where the work is overseen.

Discussed combining regional work groups to better align our efforts, e.g. NCP4SEL and SEL/PD work group- main focus all prek-k students should have baseline skills in social emotional learning. With the onboarding of an operations coordinator, we hope to look at this shift in how we do our work. Members suggested the new PD Workgroup should explore a better way to capture whether these models are being used after training- be clear on what we are measuring and why.

Pyramid Model- on hold (should we maintain this as a measure in our outcomes).

Conscious Discipline scale up- Coalition supporting two regional partners in CD birth-five training in June.

WMCC and Coalition partnership is underway to support SEL PD offerings and create bearing opportunities, to support workforce development for our childcare professionals. First cohort indicated good registration.

3). Establish Behavioral Health Tactical Team Collaborative

Status: 

Process Measure: By June 30, 2027, the Coös Coalition Behavioral Health Tactical Team will develop and implement non-clinical community responses to the behavioral health needs of children and families across Coös County, measured by annual activities reports.

• Outcome Measure: By June 30, 2027, the number of non-clinical community responses to child and family behavioral health needs will be increased by 50%, measured by comparison to 2024 numbers.

Progress this quarter:

The Behavioral Health Tactical Planning Team has met (via zoom 2x this quarter) with additional updates via email. An MOU has been signed between the Coalition and BHII (Behavioral Health Improvement Institute) at Keene State College for their support in data collection, evaluation and convening design. BHII is actively interviewing partners, community members and peer support specialists in our area to gather necessary baseline data. Additionally, BHII will be offering 2 separate focus groups- 1). caregiver focus groups regarding behavioral health needs and 2). Early childhood professionals/leaders to gain their perspective on needs. Each of these two focus groups will happen in June/July, and members will be stipend via a $25 gift card, for their time.

Additional conversations with area partners include the alignment of universal behavioral health supports in childcare centers, public schools and larger communities. This work, while in its early stages, will be long-term and evolving and require commitment of time and resources. Likely two tracks of the work will emerge- how to support programs (childcare/schools) with less clinical models to support students (encompassing all tiers & wraparound like models), secondly, how will communities and humans respond to bolster protective factors through connection opportunities and building trusting relationships.

Challenges/Barriers:

Long term project (not just convening)- requiring commitment of personnel and resources. Challenges in methods to effectively engage families/caregivers in focus groups in a time efficient manner.

Next steps:

Data collection over the summer. September convening goal (likely reduced budget)- to be revisited.

4). Maintain universal child developmental and caregiver depression screening

Status: 

Process Measure: By June 30, 2027, Coalition partners will train 90% of partner organization staff who serve children & families in appropriate implementation of ASQs, PHQs, and Edinburg, measured by annual tracking reports.

• Outcome Measure (Children): By June 30, 2027, 90% of children served by Coalition partner organizations will be screened for development annually, measured by annual tracking reports.

• Outcome Measure (Caregivers): By June 30, 2027, 90% of caregivers served by Coalition partner organizations will be screened for depression annually, measured by annual tracking reports.

Progress this quarter:

5 community wide screenings have been discussed- 4 successfully planned. Whitefield, Littleton, Gorham, Colebrook and Lancaster (in development)- huge success when paired with childcare centers.

Coos Coalition Data Request for January 1-December 31, 2024	
Name of your organiztion:	Coos Family Health
	Your Organization
Caregiver Depression	
# Caregivers Screened in Coos	**137**
# of Caregivers in Coos Referred to Services	**0**
# Caregivers in Coos Receiving follow up services	**UK**
Total # of children under the age of 8 within your program in Coos	**1115**
# of staff screening with the PHQ-2 in Coos	**UK**
Total number* of staff (supporting families who might do a screen)in Coos	
*The total number of staff should only include staff who might have the occasion to screen	
and / or support staff who screen e.g. supervisor, Program Manager	

Coos Coalition Data from SCREENING EVENTS					**Totals**
Date	January, 2025- June, 2025				
Developmental Screening	**Whitefield**	**Gorham**	**Littleton**	**Colebrook**	
# of children screened with ASQ	1	16	5	5	**27**
# of children referred for services	1	1	2	0	**4**
# referred and who received assessment/services	0	**0**	1	1	**2**
Caregiver Depression	**Whitefield**	**Gorham**	**Littleton**	**Colebrook**	
# Caregivers Screened					**0**
# of Caregivers Referred to Services					**0**
# Caregivers Receiving follow up services					**0**
Vision and Hearing Screening	**Whitefield**	**Gorham**	**Littleton**	**Colebrook**	
# of Hearing & Vision screenings	1	16	5	5	**27**
# of children referred for services	0	0	0	0	**0**
# referred and who received assessment/services					**0**

Challenges/Barriers:

Data collection system.

Next steps:

Explore effective data collection systems. Leadership team recommended a discontinuation with Insight Vision.

5). Replicate Raising Strong Families

Status: 

Process Measure: By June 30, 2027, 90% of supporting partner organizations will agree that new strategies or activities have been implemented to address service gaps or duplication, measured by annual partner surveys conducted by outside evaluators.

• Outcome Measure (Families): By June 30, 2027, 60% of families in the RSF pilot program will have achieved safety/stability for at least 90% of the Protective Factors domain areas, measured by a score of 3.0 or better in the Protective Factors tool.

• Outcome Measure (Replication): By June 30, 2027, the Raising Strong Families program will be replicated to increase the number of families served in Coös County by 50%, measured by comparison to 2024 numbers.

Progress this quarter:

Process Measure: By June 30, 2027, 90% of supporting partner organizations will agree that new strategies or activities have been implemented to address service gaps or duplication, measured by annual partner surveys

Raising Strong Families Leadership Partner Evaluation	Year One	
	Oct-23	Aug-24
of partners who agree/strongly agree there is an up-to-date map of the partners, strategies, and regular knowlege about rk underway. (Target: 90%; Partner Survey)	80%	85.7%
of partners who agree/strongly agree "It is clear who is responsible for the different strategic elements of the Raising Strong milies program." (Target: 90%; Partner Survey)	90%	100%
of partners who agree/strongly agree "Partners hold each other accountable for implementing activities as planned." rget: 90%; Partber Survey)	70%	85.7%
of partners who agree/strongly agree "Partners' individual activities are changing to better align with the plan of action for e RSF program, such as enrollment processe s." (Target: 90%; Partner Survey)	70%	100%
of partners who agree/strongly agree "Partners communicate and coordinate efforts regularly - with and independently of e Steering Group." (Target: 90%; Partner Survey)	90%	100%
of partners who agree/strongly agree "Timely and appropriate information flows throughout the cascading levels of linked llaboration and care coordination, such as the status of referrals for services." (Target: 90%; Partner Survey)	80%	85.7%
of partners who agree/strongly agree "Overlap and redundancy between organizations has been identified and nimized." (Target: 90%; Partner Survey)	70%	85.7%
of partners who agree/strongly agree "Partners identify and implement new strategies or activities to address gaps or plication." (Target: 90%; Partner Survey)	90%	85.7%
of partners who agree/strongly agree "We (me and my organizational staff team) are more satisfied with the progress and comes families are achieving in the RSF Program, as families are making and sustaining positive gains." (Target: 90%; rtner Survey)	70%	100%

Plan

A second survey will be distributed to partners for a Year Two evaluation in May of 2025. The FRC will distribute and analyze this data. The goal is to have 90% by June 2027. As noted in the chart, RSF is well equipped to reach 90% prior to the June 2027 deadline in all areas evaluated, including this process measure.

Outcome Measure (Families):

By June 30, 2027, 60% of families in the RSF pilot program will have achieved safety/stability for at least 90% of the Protective Factors domain areas, measured by a score of 3.0 or better in the Protective Factors tool.

PFS RETRO	PRE-TEST	POST-TEST	% WHO IMPROVED
Family Functioning / Resiliency	2.96	3.25	50.0
Nurturing and Attachment	3.0	3.03	12.5
Social Supports	2.43	2.83	62.5
Caregiver / Practitioner Relationship	3.29	3.67	57.14
Concrete Support		2.72	

- **Family *Success***
  - *3 achieved* stable housing
  - 3 stayed unified despite DCYF involvement
  - 1 family reunified in April 2025!
  - 2 found better employment
  - Increased referrals to Mental Health for caregivers and children

Challenges/Barriers:

2026 Calendar Year Budget= $171,500, for full scale-up. $55,000 in outside funding, leaving a need of $116,000. The Coalition's Budget is allotting $108,000- leaving a shortfall. Each year, without a sustainability plan, costs/future scale up may increase.

Model does not allow for long-term sustainability- given nearly 100% grant funding.

Contractor Name: / Budget Request for: / Indirect Cost Rate (if applicable)	The Family Resource Center Raising Strong Families- Replication 10%		
Line Item	**Total Program Cost w. Full Scale up Calendar Year 2025**	**Calendar Year 2026**	**Budget Narrative** *Explain specific line item costs included and their direct relationship to meeting the objectives of this solicitation*
1. Salary & Wages	$ 116,844.00	$ 118,209.00	1 FT Program Manager, 1 PT Data Manager, 2 FT Care Coordinators
2. Fringe Benefits	$ 23,031.92	$ 23,200.94	
3. Consultants	$ -		
4. Equipment	$ 1,600.00	$ 1,500.00	
5.(e) Supplies Office	$ 1,000.00	$ 1,000.00	
6. Travel	$ 6,500.00	$ 6,500.00	
7. Software	$ -		
8.(a) Other - Marketing/ Communication	$ -		
8. (b) Other - Education and Training	$ 3,000.00	$ 3,000.00	Enhanced Care Coordinator Training for new hire, GGK Training
8. (c) Other - Other (specify below)	$ -		
Flex Funds (separate Budget FY)- indirect rate not applied	$ 18,000.00	$ 18,000.00	Caseloads average to 9 families per CC. $1000 x18= $18,000.00
Phone	$ 2,500.00	$ 2,500.00	
Other (please specify)	$ -		
Other (please specify)	$ -		
9. Subrecipient Contracts	$ -		
Total Direct Costs	$ 154,475.92	$ 155,909.94	
Total Indirect Costs	$ 15,447.59	$ 15,590.99	
TOTAL	$ 169,923.51	$ 171,500.93	

Budget

Calendar Year 2025 Projected Budget
$169,923.51

Current 2025 Revenue $159,500.00

- Coos Coalition : $108,000.00
- NH Charitable Foundation
- Granite United Way

2026 Calendar Year Projected Budget
$171,500.93

Anticipated Revenue from outside funding sources- $55,500.00

FY26 Project Needs- $116k

Next steps:

Discussing ways in which to make this a long-term sustainable model. Kelly met with NFI-North to understand better their billing structure to early childhood wraparound service. Discussed billing for case management services is an option (with qualified sign-off)- further investigation into Medicaid billing structures including codes for billing, maximums on billable units, new licensure needed, etc. A second meeting will be held between Gabrielle and DHHS in June. Goal is to capture reimbursable parts of the program for longer term sustainability, while maintaining the traits of RSF that make it unique and impactful in our region. Additional funding development from grants and private sources will be ongoing- and a collaborative effort with FRC and the Coalition.

Fundraising ideas- sponsor a family (to secure flex funds).

6). Implement Unite Us Closed-Loop Referral System

Status:

Process Measure: By June 30, 2027, the total number of families receiving services referred through Unite Us will increase annually, measured by comparison to 2024 baseline.

Outcome Measure: By June 30, 2027, the percentage of families within Unite Us reporting they received effective care coordination will be higher than the state average, measured by annual Unite Us family survey data in comparison to the most recently available NH data from National Survey of Children's Health (NSCH).

Progress this quarter:

Multiple meetings with Unite Us Stakeholders have occurred this quarter. Unite Us is undergoing a relaunch, using the new name NH Care Connections. This will require additional privacy documents to be signed by existing Unite Us members. Remaining Unite Us grant funds (about $4,500) was approved to be used towards ASQ online subscription and training, with a partnership between DHHS/NH Watch Me Grow and Unite Us for the workflow of ASQ into the Unite Us system. Kelly currently sits on this Watch Me Grow/Unite Us state level workgroup meeting and will continue to advocate for combining our developmental screening workgroup (ASQ) - via the purchase of ASQ online to the eventual Unite Us platform. Likely this platform will not be operational until late summer/early fall. Initial targets for our ASQ online enterprise subscription will be all childcare centers in Coös and Head Starts in Coos and Grafton counties. All facilities will be trained prior to the roll out of the system.

Challenges/Barriers:

Continued timeline delays from Unite Us/NH Care Connections with onboarding and new requirements.

Next steps:

Get commitment from childcare centers/Head Start that they would use ASQ online if this was a Coalition purchase- confirmed as of June, 2025.

Purchase ASQ online- and set up trainings for child care centers/Head Starts

7). Maintain EC Connections for K Transitions

Status: 

Process Measure: By June 30, 2027, Coalition partners will ensure that all 6 regional workgroups meet 4 times annually, have steady attendance, develop a work plan for the

school year by December, and complete at least 2 kindergarten transition activities annually, measured by annual reports.

• Outcome Measure: By June 30, 2027, at least 75% of kindergarten parents will report they had all the information and support needed for their child's successful transition into kindergarten, measured by annual parent surveys.

Progress this quarter:Dashboard 2024-25 (full view)

5 Dashboard Progress for EC Connections Work 2024-25

Regional Groups	# of members	# of meetings	Orgs. participating	Transition Activities
Berlin Bridge 2k	20	5 plus the 2 Summits	BES, Head Start, GCLC, IMH, Boys and Girls Club, Mini Mounties, CCFHS, North Country Health Consortium	• Binder with pictures of BES shared with preschools • Principals read story about Kindergarten in preschools • Spreadsheet for sharing student information between preschool and BES • Preschool staff present on first day of K to help with transition • Bridge 2K event with OT, PT and Sel workshops • Distribute K Readiness brochures
Colebrook EC Connections	6	7 plus 1 Summit	Colebrook Community Childcare, Essex North SUV, Colebrook Academy, Head Start, Pittsburgh Elementary School, Stewartstown Community School	• Head Start shares preschool student information with Colebrook Academy • Kindergarten camp in Aug.-Essex North and Colebrook Academy • Distribute K Readiness brochures

Ed Fenn EC Connections	9	6 plus 2 Summits	ED Fenn K, Speech Pathologist, Principal, GCLC, Boys and Girls Club, Head Start, IMH	• Head Start visited ED Fenn K • Principal reads to GCLC re Kindergarten • K starts ½ later on first day of school • Developmental screen day at GCLC • Distribute K readiness brochures
Groveton EC Connections Groveton Continued	6	1 plus 2 Summits monthly emails & classroom visits	Groveton Elementary School, Head Start, Stratford Community School	• Head Start invited to school events • K teacher visited Head Start and Stratford observe classroom and share ideas • K teacher observes special needs students at Head Start to prepar for transition to K • Step up day in June for Prek
Lancaster EC Connections	5	5 (last one in Feb)	Lancaster Elementary School Whitefield Elementary School Lancaster Play & Learn Sunny Brook Montessori Whitefield Heas Start	• Creating a survey for parent feedback on preK to K transition experience • Having Sunnybrook join the EC team • Creating a hybrid optio for meetings (zoom and in-person)
Littleton EC Connections	7	7 plus 2 Summits	Franconia Children's Center, Boys and Girls Club, Head Start, Bethlehem Elementary,	• Presentation on *Conscious Discipline* • Presentation on improving language skills

			Lafayette Regional, Shining Lights Learning Ctr,, Lupine Montessori, Creer & Tech Ctr., Little Leopards, Lakeway Elementary, Monroe Consolidated, Family Resource Ctr.	• Weekly bike riding for Prek and K • Prek students and families invited to school events and to the school playground • K Teachers visited 4 area preschools
Milan EC Connections	6	6 plus 2 Summits	Milan Village School K, speech, Principal, Little Bob Cats staff	• Preschool and K observe each other's classrooms • Principal reads to preschool about Kindergarten • Bridge sk Summer program for prek • Preschool students visist k, sit on the bus, visit cafeteria • Dustribute K readiness brochures

Challenges/Barriers:

Staffing challenges- Colebrook region (Family Leader on board, hoping to support). Some challenges with SAU 36 (Lancaster/Whitefield) moving work forward. Will implement a new facilitators model for both regions to start the 2025-26 school year.

Next steps:

Regional groups have named regional leads for the 2025-26 school year. (Mariah will take on Berlin & Shelli will take on Gorham). Colebrook will be supported by Shelli, and Cathy McDowell will stay on to support Lancaster/Whitefield, all others will remain the same as current year. With our new Coalition Operations Coordinator on board (Shelli), we will look to align the work of the ECC group with Summit planning and eventually the developmental screening system, ASQ online.

Summit planning has shifted from 2 to 1 summit per year, given fiscal reductions. Regional facilitator leads will co-design the Spring 2026 summit alongside Shelli.

Coalition Development Updates

1). Improve Coalition Operations

Status: 

IMPROVE COALITION OPERATIONS

- Assess and realign how Coalition work is managed, supported, and advised Timeline- Aug 2024
- Clearly align consultant contracts and activities with strategy outcome measures- Sept 2024
- Continue to strengthen and bolster the Leadership Team's governance structure Sept 2024 Ongoing

Progress this quarter:

On May 8, 2025, the full-day Leadership Team retreat brought together 12 of the 16 team members for a focused and productive session. The retreat featured a comprehensive review of the organizational budget, including strategy-specific allocations, operational expenses, consultant fees, and a realignment of our organizational structure. Key changes include the reduction of many external contracts and the planned hiring of a part-time Operations Coordinator to assume responsibilities previously held by consultants.

In response to evolving financial conditions, the team identified system strategy priorities to be supported through a participatory budgeting process. This approach will help ensure alignment with strategic/system goals while maintaining fiscal responsibility.

The Leadership Team also reviewed and updated several Coalition governance processes. Notably:

- **Co-Chairs** will now serve two-year terms, following a January-to-January cycle.
- **Advisory Council members** will also serve two-year terms, on a June-to-June cycle.
- Transitions in leadership roles, including both Advisory Council and Co-Chair positions, will take effect beginning June/July 2025.
- Current leadership team members will stay on, only if 75%- 80% commitment has been determined to ensure continuity and cohesiveness of the Systems Plan.

These updates reflect our continued commitment to adaptive leadership, clear governance, and financial stewardship in support of our mission.

Challenges/Barriers:

With the reduction of external consultants and the introduction of a part-time Operations Coordinator, there is a risk that:

- Existing staff may currently experience increased workloads and role shifting.
- Institutional knowledge held by consultants could be lost or insufficiently transferred.
- Onboarding and training of the new Operations Coordinator may delay (slightly) workflow continuity.
- Some leadership team members have not had the capacity to support the work with our expected 75-80% participation rate in leadership team and/or work groups.

Even with a participatory budgeting approach:

- Economic uncertainty may continue to impact funding streams or require further adjustments. Fund development will rise as a priority.
- A smaller reserve margin (4 months) may limit the organization's ability to respond to unexpected costs or emergencies.
- Strategic investments may need to be prioritized more rigorously, which may create tension among initiatives and/or previous practice models (such as stipends).

Next steps:

1). Prepare and submit the finalized FY operating budget to the Finance Committee by May 31, 2025 and leadership team by June 12, 2025.

Ensure the budget reflects:

- Reserve Fund
- Operational costs
- Reduction in external contracts (process/strategy supports)
- New staff line for part-time Operations Coordinator

Include a narrative summary or justification for key line-item shifts to support finance review and transparency.

2). Onboard New Operations Coordinator

- Finalize the hiring process and begin onboarding by early June 2025.
- Develop a transition plan, identifying:
    - Responsibilities shifting from outgoing consultants
    - Priority projects requiring immediate attention
    - Points of contact for internal coordination
- Schedule regular check-ins during the first 90 days to support integration and feedback loops.

3). Communicate any changes with work group partners- both in structure or operational costs

4). Confirm new members to the Advisory Council and co-chair positions- June, 2025.

2). Increase Authentic Family Leadership

Status: 

- Continue to integrate family leaders in all Coalition strategies Timeline Ongoing

- Develop and implement process for onboarding new Family Leaders June 2025

Progress this quarter:

Family leaders currently have active representation across all key Coalition workgroups, including Raising Strong Families (RSF), Professional Development/Social Emotional Learning (PD/SEL), Developmental Screening, Leadership, and Early Childhood Coalition (ECC) Bridge to Kindergarten. This strong presence reflects the Coalition's commitment to centering family voice across all strategic areas.

Looking ahead, family leaders will focus on the design and development of a five-module onboarding training program throughout the summer- As part of this effort, Wendy Conway will assume an active leadership role within the Family Leaders work group, providing oversight and coordination for the development and organization of the training modules. Her involvement will ensure a cohesive structure and alignment with broader Coalition goals as the onboarding program takes shape.The goal is to launch the training in early fall, providing a structured and supportive entry point for new Family Leaders.

Challenges/Barriers:

Next steps:

Module Design and Content Finalization (June 2025):
Finalize the content for the five onboarding modules, ensuring alignment with Coalition values, goals, and practical family leader engagement strategies.

PowerPoint Development (July–August 2025):
Convert the finalized module content into clear, engaging PowerPoint presentations that can be used for both in-person and virtual onboarding sessions.

- Wendy Conway & Kelly will provide leadership and oversight to ensure consistent structure, flow, and formatting across all modules.

3). Improve Coalition Communication and Coordination

Status: 

- Establish process for sharing content from monthly strategy reports with public using accessible platforms Timeline Sept 2024
- Capitalize on opportunities for community engagement among Coalition partners Ongoing
- Coordinate policy advocacy efforts by collaborating with child and family policy organizations

Progress this quarter:

Public sharing (outside of the leadership team and work groups) has not been a priority of the work since January, 2025, due to capacity. Public sharing through work groups, attendance at regional and state level meetings and ED being a guest partner at many organizations has occurred this quarter.

Challenges/Barriers:

Next steps:

Determine focus and methodology of public sharing and next steps.

4). Improve Data and Reporting Processes

Status: 

- Establish a monthly schedule of reporting on each strategy area (one per month) Sept 2024
- Timeline Use data from monthly strategy reports for continuous improvement

Progress this quarter:

A new format was shared with the leadership team to support reporting out on strategies during the April, 2025 leadership team meeting, which included moving towards this quarterly progress report format. June will be the first share out, given we will not have a July leadership team meeting, followed by quarterly reports using this format:

Additionally, the monthly leadership team meetings will continue to support one strategy review per month, as the agenda allows.

Typical Quarterly Reporting Schedule

Quarter	Timeframe	Suggested Report Due Date
Q1	January 1 – March 31	Mid-to-late April
Q2	April 1 – June 30	Mid-to-late July
Q3	July 1 – September 30	Mid-to-late October
Q4	October 1 – December 31	Mid-to-late January (following year)

Challenges/Barriers:

Data collection for the first quarterly report was cumbersome.

Next steps:

Continuation of progress reporting as outlined.