

NCS Strategic Goal Framework

GOAL 1: Provide more center-based services for children under 3 years of age to address an identified community need and expansion of TK/UPK in California

- Explore opportunities for expanding 0-3 services through expansion of EHS and CCTR funding sources and potential conversion from HS to EHS
- Fully staff all current EHS center-based positions
- Develop strategy to increase EHS center base programs over the next 5 years
- Improve transfer and transition procedures to reduce disruptions to families

GOAL 2: Analyze and modify organizational structure and processes as needed to best meet current program and community needs

- Continue with Org structure review
- Reduce duplicity of work assignments
- Improve program staffing patterns

GOAL 3: **Improve internal processes to meet current needs and requirements**

- Improve NCS' internal communication system
- Improve NCS digital file system (n Drive, Office 365, LG, CP)
- Improve the internal monitoring systems of health and safety

GOAL 4: **NCS will promote the health and well-being of children, families and staff**

- Improve system for monitoring for child safety
- NCS will review and update our emergency preparedness plans (classroom, site, and agency).
- NCS will strengthen its efforts to connect families to health and MH services in the community
- Build relationships with mental health providers in the service area to better support the social emotional well-being of children, families and staff

Goal 5: **GOAL 5: NCS will improve partnerships with families that acknowledge and build on the role of parents as their first and most important teacher**

- Support staff in identifying families' strengths as a foundation for partnering with them to meet their child and family goals
- Identify spaces to be used by staff to allow parents to access to resources (including access to computers with internet access)
- Increase parent participation with Learning Genie family engagement app
- Increase parental understanding of child brain and body development and of child development milestones
- NCS will improve the use of HOVRS to support parents as teachers in the home base option
- NCS will create more opportunities for parents to volunteer in their child's classroom

Goal 6: Strengthen community partnerships to best serve families

- Increase collaboration with Public Health
- Increase collaboration with Family Nurse partnership program
- Increase collaborations with LEAs
- Increase collaborate with CalWORKs
- Increase collaborations with HCOE & DNCOE
- Increase collaboration with Promise Neighborhood (DN)

GOAL 7: NCS will improve its approaches to workforce development

- Continue to improve strategies to promote Staff Wellness
- Develop a teacher internship program
- Improve NCS program wide training strategy
- NCS will use coaching as the primary way support professional development for teaching staff

GOAL 8: NCS will strengthen its use of social emotional supports to promote safe, friendly and respectful programs and experiences for children, families and staff

- Continue program-wide implementation of Teaching Pyramid framework
- NCS staff will increase their ability to incorporate children's interests in lesson planning
- Improve NCS system of classroom support for children with challenging behaviors
- Improve use of Mental Health Consultation across NCS programs
- Improve program approach to ensuring diversity and inclusion