

2018–2020 ELTAU Strategic Plan: UPDATE

Presented to the:

Los Angeles County Expanded Learning Advisory Committee
December 14, 2018

Data Utilized

- ▶ TAPP report
- ▶ Polls from Advisory Group meetings
- ▶ Coaching TA site visit results
- ▶ Evaluations from professional development offerings
- ▶ Feedback from all TA offerings
- ▶ Community of Practice meeting feedback



Overview of LA County ELTAU and field as of May 2018

GROWS	GROWS
Strong Management Team and infrastructure	Stagnant Coaching TA site visit process
Respected by the field	Professional development offerings have been flat this year
Stable funding for 2018-19	Grant managers and program directors struggling to offer PD to their staff
Utilize all 6 TA strategies	Sustainability remains a huge concern
Informed and engaged grantees	Frontline staff recruitment and retention remains a challenge
Extended ELTAU team knowledgeable	LACOE bumping process impacts support staff available within the Unit
Innovate	LACOE salaries are 20% below market rate and no COLA until 2031
Strong partnerships	
Involved in CDE strategic efforts	
Field Capacity building strategy in place	

3

Vision

- ▶ Increased use of technology including interactive trainings
- ▶ Richer website
- ▶ Continue building next generation of leaders
- ▶ Grantee sustainability
- ▶ Equity pay for ELTAU staff
- ▶ Build additional partnerships—externally and internally



4

Proposed 2018–19 Outcomes

- ▶ Increase the number of web-based training offerings
 - * **Has not occurred due to competing priorities**
- ▶ Inform grantees of Trauma-Informed Care impact on program
 - * **Presentation to GAG in December 2018; and Advisory in January 2019**
- ▶ Take Program Directors' and Site Coordinators' knowledge of Social Emotional Learning (SEL) to the next level
 - * **Growth Heartset and Every Monday Matters Coach Certification Process**
- ▶ Develop next generation of CQI support
 - * **CQI Pilot Project with Expanded Learning Division**
 - * **Quality Standards Coaching Phone Calls**

5

Proposed 2018–19 Outcomes

- ▶ Increase Grant Managers'/Program Directors' and Site Coordinators' use of data driven decision making process
 - * **No activity to date on large-scale basis, being done in CQI Pilot**
- ▶ Continue to provide leadership in Expanded Learning throughout the state
 - * **Policy Committee, Site Coordinator Committee, Research and Evaluation Committee, EXLD Strategic Plan 2.0**
- ▶ Grant Managers and Program Directors have the capacity to understand/develop and implement a staff development plan
 - * **No activity to date at agency level, white paper on proposed Regional plan**

6

Proposed 2018–19 Outcomes

- ▶ Grant Managers have capacity and skill set to develop and implement a sustainability plan
 - * **Have begun to highlight the need to develop and implement a plan and get involved in activities; invitees to first county-wide meeting**
- ▶ Create a County Innovation Award and Celebration
 - * **No activity to date; would like for GAG to create with staff support**
- ▶ ELTAU management team goes through job reclassification process
 - * **Process has started with Personnel Commission**

7

Consultation: * = provided

- ▶ Federal Program Monitoring: *
- ▶ Staff development: *
- ▶ Sustainability: *
- ▶ Attendance: *
- ▶ Partnerships: *
- ▶ CQI: *
- ▶ Program Design: *
- ▶ Ongoing support to leaders: *



8

Professional Development

- ▶ ASES 101 for Site Coordinators: **Not offered**
- ▶ New Grant Manager and Program Director Orientation: **Offered and well attended**
- ▶ Summer 101 and 202: **Offering in 2nd half of the year**
- ▶ 21st CCLC orientation: K-8 and ASSETs: **Offered but not requested**



9

Professional Development Cont.

- ▶ Growth Mindset for: Middle and high school: **8 participants. Train the trainer, maximum # who could be trained was reached, each will train 100 staff in 2019-20**
- ▶ Every Monday Matters: Elementary and middle: **20 participants. Train the trainer, maximum # who could be trained was reached, each will train 100 staff in 2019-20**
- ▶ Family Engagement: **May be offered in 2nd half**
- ▶ Clever Crazes: **Offering in February**
- ▶ Trauma-Informed Care: **Offering in January**

10

Professional Development Cont.

- ▶ Older Youth: **Provided on demand**
- ▶ Site Coordinator Fun Fridays/Super Saturdays: **Low participation required cancellation to date**
- ▶ New Site Coordinator Boot Camp: **Successful**
- ▶ Data driven decision making process: **Nothing on schedule at this time**
- ▶ On demand training: **Provided as requested**

11

Mentoring

- ▶ Site Coordinator Leadership Institute: **20 participants**
- ▶ Peer Reviewers: **5 to date (2 are new)**
- ▶ Develop a Site Coordinator and Program Director Mentor-Mentee program: **Not started**
- ▶ Utilize seasoned field staff for coaching assignments: **Over 45 utilized**



12

Facilitation: * = services provided

- ▶ Grantee Advisory Group: *
- ▶ Advisory Committee: *
- ▶ Pilot Point-of-Service Quality Standards Online COPs: **Changed to phone call, very limited participation**
- ▶ Pilot Programmatic Quality Standards Online COPs: **Changed to phone call, very limited participation**
- ▶ Pilot CQI Project with Expanded Learning Division: **Successful project to date**



13

Facilitation Cont.

- ▶ 8 Communities of Practice (COP): **All are meeting**
- ▶ Greater LA Summer Matters Network: **Meeting but needs new facilitator**
- ▶ Advocacy COP: **Small group but growing**
- ▶ COP Co-Facilitator Group: **Have not held to date**
- ▶ 3 STEAM Communities of Practice: **Successful project to date**



14

Coaching

- ▶ Revise Coaching TA Site Visit process: **Completed**
- ▶ Partner with large grantees/CBOs joint process: **Have not started**
- ▶ Focus on follow up with CQI Plans at sites and programs: **In progress**
- ▶ Large-scale coaching sessions: **Held**



15

Provide Information and Resources

- ▶ Redesign ASPIRE website/user focus group/ add search feature/more robust: **Discussion with LACOE Tech; will have ready 7/1/19**
- ▶ Videos/Webinars: **No progress to date**
- ▶ Grantee newsletters: **Provided**
- ▶ Site Coordinator newsletters: **Provided**
- ▶ Special communications: **Provided**



16

Special Projects



- ▶ Continue involvement in SEL statewide:
RL is statewide Co-Chair of SEL Committee
- ▶ Regional recognition awards: **No action to date**
- ▶ Out-of-the-box thinking on recruitment and retention of staff—especially frontline:
Recruitment video completed and distributed
- ▶ Involvement with CAN Physical Activity and Site Coordinator efforts: **No activity to date**

17

Special Projects Cont.

- ▶ Build and/or strengthen relationships with AfterSchool Alliance, CalSAC, Wallace Foundation:
Have started with ASA, discussions with CalSAC, and no progress on Wallace Foundation
- ▶ KidSmartz Train the Trainer: **18 Sites trained, 5–6 Site Coordinators will be trained as Trainers**
- ▶ AARP Partnership: **Partnership discussion moving along**
- ▶ Sustainability: Leadership in LA City/County efforts: **Leader in bringing groups together**

18