



## 2020-2025 Baby TALK Program Goals

Program Goal	Measurable Objective	Progress/Outcomes	Challenges
<b>BT will promote healthy lifestyle choices throughout the program as a way to reduce obesity and chronic disease.</b>	BT will provide multiple opportunities for staff and families to regularly engage in group wellness activities including mediation, yoga, zumba, and walking groups throughout the entire 5 year grant cycle.	BT was able to offer mediation sessions virtually for staff during the COVID-19 pandemic.	COVID limited the opportunities BT was able to provide in person. We piloted virtual mediation sessions with staff.
	BT will link indicated families and staff to professionals who can support their mental wellness through community partnerships and an EAP throughout the grant cycle.	Staff and family were able to meet with mental health staff virtually individually and with other staff in groups. Staff were also able to use the EAP that BT provides for free.	COVID prohibited families and staff to meet with the mental health professional in person, but the mental health professional was able to do virtual sessions. The challenge for the EAP is letting all staff understand the resources the EAP provides for them.
	BT will create and implement a system in which the ProQol Screening Tool is used to regularly screen staff burnout, compassion fatigue, and secondary trauma and link staff to appropriate supports when necessary by the end of 2020.	Because of the COVID-19 pandemic, our priorities shifted during the 2020 year. We were unable to implement the ProQol tool.	COVID-19 shifted our priorities to helping support staff through the pandemic. We are looking at utilizing the ProQol when we resume regular in-person services.
	BT will provide regular opportunities for children enrolled to explore and try new fresh fruits and vegetables with the monthly "two bite club".	During the first half of the 2019-2020 school year, our wellness coordinator was able to implement the 2 bite club with children in center based care.	The wellness coordinator was unable to continue the two bite club during the time the center was closed because of the COVID-19 pandemic.
	BT will work with the Macon County Health Department to establish a regular WIC clinic hours on site for enrolled families by the end of 2022.	The wellness coordinator continued talks with the MCHD but the pandemic postponed the conversation.	The wellness coordinator is retiring in Sept 2020. She was the main contact with the health dept since she worked there for 30 years. Her replacement will need to establish a new relationship with them. There is space in our new building and the WIC clinic is now going with electronic funds which will make a clinic more accessible to clients.
	BT will establish procedures and protocols for services to families facing substance abuse challenges and receiving services on campus with the new opioid treatment programs by the end of 2023.	Management has had conversations with the management at the Opioid Clinic on campus. Conversations were postponed because of the pandemic.	The pandemic caused talks to halt, but they are planned to be resumed when BT takes access to the new building on the campus with the opioid clinic.
<b>BT will provide high quality child developmental center and home based services.</b>	BT will hire a child development manager to oversee the Child Development Department in 2020.	BT hired a new child development manager in 2019. When the Director of Local Programming left in July, the organizational chart was reworked to make the Child Development Manager into the Child Development Director. The CD Director is the EHS director.	The new director will need assistance from OHS on learning the new role.
	All Child development Leadership staff will have practice based coaching training before the end of 2020 or within 6 months of hire thereafter.	All Child development leadership had PBC training in 2019 or 2020. Two had in-person training in 2019. The other leadership staff did online PBC trainings.	COVID-19 postponed in-person PBC trainings. Leadership staff was able to complete online trainings instead.
	BT will expand the BT CDA training program in order to recruit and train new child development staff.	The CDA program continued to accept new applicants to the program up until the COVID pandemic. This was the same time as the United Way grant renewal for funding the program. The United Way decided to prioritize the pandemic relief programs at this time.	Without the renewal of funding, the CDA program is not taking any new candidates until new funding can be found. Information on the CDA program and other options for individual funding sources were given to local day cares to share with their staff.
	BT will provide Pyramid Model Training for Infant toddler modules 1,2, and 3 to child development staff.	Child Development staff had Pyramid Model Module 1 training in August 2019.	The Local Programming Director that was a trainer for the Pyramid model left BT in July 2019. BT will need to contract with a trainer to provide the remaining two Pyramid Model modules.
	BT will earn NAEYC Accreditation by 2025.	Child Development Director has been researching the requirements of NAEYC Accreditation.	NAEYC accreditation is a lengthy process and BT is currently in progress of streamlining BT forms. Once BT is in ownership of our new building, NAEYC accreditation process can fully start.
	BT will implement procedures to use the PICOLLO to assess parent-child interactions and as a tool to understand and better support families.	All home visiting staff employed before March were trained on the Piccolo and were using with families. Piccolo as assessment was ceased during virtual home visiting.	COVID-19 pandemic caused home visiting to be virtual. This became a challenge to use the Piccolo when most families were having difficulty completing virtual home visits.
<b>BT will update MOUs with agencies on the new Community Care Campus in order to streamline services and enhance supports for families being jointly served by the end of 2021.</b>	While three MOUs were completed pre-COVID, some agencies were shut down during the pandemic. As agencies reopen, MOUs meetings have been rescheduled for the end of 2020 & 2021.	Three MOUs were updated for 2020 renewal and appointments with other community agencies were scheduled. COVID-19 postponed these meetings.	

BT will strengthen partnerships with other agencies in Macon County.	BT will increase referrals over the 5 year grant cycle made by child welfare agencies through enhanced partnerships with child welfare agencies including DCFs, Lutheran Children and Family Services, Webster Cantrell Hall, Youth Advocate, and CASA.	BT saw an increase in referrals from child welfare agencies, however, COVID-19 halted meetings to formalize these partnerships. However, child welfare agencies still made contact with our staff and utilized our warm-line call services for families in need.	COVID-19 post poned meetings to create MOUs with child welfare agencies since most agencies were closed or had limited work hours.
	BT will work with community partners to establish a new group to replace EdCo in order to facilitate regular collaboration and communication among ECE providers and community stakeholders throughout the 5 year grant cycle.	Prioritization of funding during the COVID 19 pandemic inhibited community agencies to be able to focus on the needs of ECE providers in our community.	While looking at our funding model and community resources, we are unable to focus our priorities to supporting community ECE providers. Our main focus is on supporting our staff & families during the COVID-19 pandemic.
	BT will contract with an inter-organizational consultant in 2020 and 2021, in partnership with DMCOC in order to streamline services for families across the prenatal-5 spectrum with Head Start Services in our community.	BT directors are in communication with DMCOC to partner with them for shared space in our new building. We are targeting our efforts to build partnerships with DMCOC around physical spaces of our new building.	COVID-19 pandemic postponed some meetings with DMCOC. Now that both agencies are opened again, conversations are starting, but decisions about the new building shared spaces are taking precedence over collaboration of streamlined services.
BT will strengthen our Data Systems.	BT will streamline the coordinated intake and enrollment and recruitment process for the entire agency by the end of 2020.	Coordinated Intake & Outreach staff have been working closely with the Family and Community Engagement Director to make progress towards streamlining the intake process for implementation across programming areas. Streamlined intake process will be completed by the end of 2020.	COVID-19 slowed down progress on the streamlining of our processes as our focus was directed at other priorities.
	BT will hire a Human Resource Manager and identify data systems to enhance HR Data tracking, hiring, and recruitment of qualified staff by the end of 2020.	BT hired a Human Resource Manager in 2019. We are currently researching a new HR software that will be implemented in January 2021.	The human resource manager was in the US on a work visa. The work visa was not renewed as of October 1, 2020. Baby TALK will be recruiting and hiring a replacement.
	BT will streamline and systemize data tracking systems across all funding streams by the end of 2021.	Family & Community Engagement Director is continually analyzing ChildPlus and NewOrg data tracking systems to determine how to track all necessary data in one system. Decision on which program to move forward with will be made by the end of 2020.	COVID-19 has slowed progress on analyzing which data system would best meet the needs of BT. Family & Community Engagement Director prioritized meeting families needs when pandemic began.
	BT will systemize the collection and use of family outcomes data across all funding streams by the end of 2022.	Family & Community Engagement Director will determine whether ChildPlus or NewOrg will be utilized to track and analyze family outcomes data by the end of 2020.	COVID-19 has slowed progress on analyzing which data system would best meet the needs of BT. Family & Community Engagement Director prioritized meeting families needs when pandemic began.