

# Early Childhood Development Initiative



**Start Small. Think Big.**

**Vision:** All children in the Monadnock Region and their families are healthy, learning, and thriving, now and in the future.

## **Introduction**

Impact Monadnock, a diverse group of business and community leaders, is working to achieve measurable, meaningful, and sustainable improvement in the Monadnock Region by focusing on the single biggest determinant of community well-being: **Early Childhood Development (ECD) for children age birth to five and their families.**

Impact Monadnock's ECD Initiative was launched in 2015 to address the region's most compelling social challenges: educational attainment, child welfare, and economic opportunity. It selected a backbone organization—Monadnock United Way in partnership with Spark NH—to implement the Initiative along with a Project Director. Governance is provided by an Impact Monadnock Board featuring people with a mix of executive skills, early childhood expertise, social service, and healthcare management. A Development Committee comprised of Impact Monadnock Board members works on fund development year-round. A key priority of the Initiative is the involvement of community members in leadership roles. This ensures long-term commitment to and sustainability of the work.

To support this work, Impact Monadnock has mobilized philanthropic organizations, businesses, and individuals including:

- New Hampshire Charitable Foundation
- Markem-Imaje
- Rick and Jan Cohen
- Hoffman Family Foundation

Thanks to their generosity and the support of other Monadnock Region donors, Impact Monadnock has secured solid financial backing for the second consecutive year.

This Report highlights the accomplishments for 2016 and the priorities for 2017.

## **2016**

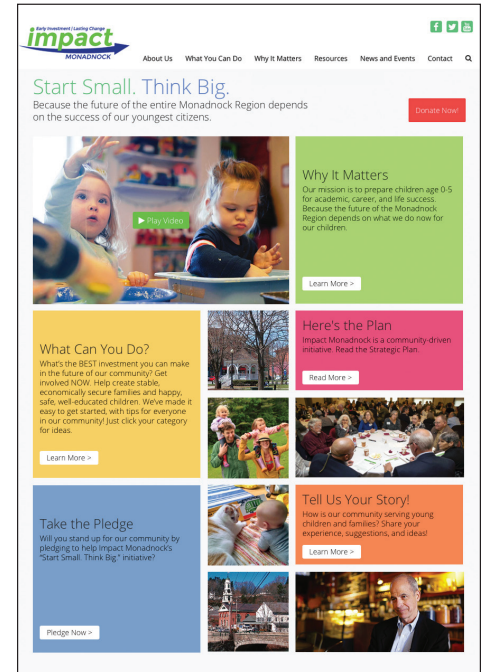
The priorities for 2016 were to finalize and begin implementing the Strategic Plan for the ECD Initiative; continue outreach and education in the community; invest in advocacy efforts to improve the lives of the region's children through legislative action; and work closely with the New Hampshire Governor's Advisory Council on Early Childhood to align regional efforts with statewide priorities around child and family well-being.

## Implementation of the ECD Strategic Plan

In 2016, a community-led Steering Committee completed the ECD Initiative's Strategic Plan. Three Focus Areas were selected for goal development: **Behavioral Health**; **Early Childhood Supports and Services**; and **Parent and Family Support**. The plan was communicated to the community through a revamped and interactive website, a community video, Facebook, Twitter, newspapers, and radio. A new tagline was created: **Start Small. Think Big.**

Using the Collective Impact<sup>1</sup> process, a community-driven infrastructure was built to execute the Plan including a Leadership Team, an Evaluation Team, a Community Coalition, and three Project Teams to implement strategies from the Focus Areas. An Evaluation Consultant was hired to ensure implementation strategies were measurable, valid, and evidence-based. A grant was secured to develop an Evaluation Plan.

The Leadership Team in collaboration with our Evaluation Consultant selected several strategies for implementation in 2016-2017. These strategies are successfully underway and in the process of being evaluated with initial deliverables due in the fall of 2017. Below are the initial strategies and the progress accomplished so far.



### Behavioral Health:

- **Strategy:** Integrate social-emotional developmental screening into medical well-child visits at area hospitals to help identify young children and families in need of services.
- **Progress:** Education and training for pediatricians at Cheshire Medical Center on the ASQ-SE (Ages & Stages Questionnaire-Social Emotional) screening tool and outreach to pediatricians at Monadnock Community Hospital.

### Early Childhood Supports:

- **Strategy:** Improve childcare quality and access through investment in staff professional development; specifically, behavioral support coaching.
- **Progress:** National training for 40 Monadnock Region educators of 0-5 children using the evidence-based Pyramid Model to reduce challenging behaviors in the classroom and improve emotional development.

### Parent and Family Support:

- **Strategy 1:** Promote the benefits of family-friendly workplace policies for the healthy development of young children and their families
- **Progress:** Adoption and expansion of family-friendly workplace policies by the Business Ambassadors, an advocacy group of 15 businesses in the Monadnock Region.
- **Strategy 2:** Empower parents and families by rolling out Mind in the Making and Vroom parent support tools throughout the Monadnock Region.
- **Progress:** Training of 33 Monadnock Region educators and community stakeholders in Mind in the Making, a national initiative to share research on the development of young children including the importance of life skills that promote executive functions and the promotion of Vroom, a series of creative tools and materials that inspire parents and families to turn everyday moments into brain building moments.

<sup>1</sup>Collective Impact. Stanford Social Innovation Review. Winter 2011.

## Community Outreach and Education

Since the Initiative's launch, nearly 2,000 people have attended Impact Monadnock events or heard presentations about the importance of investing in young children and their families. Highlights from 2016 include:

- A law enforcement summit where regional police chiefs, judges, attorneys, and probation staff heard how they can impact the lives of young children.
- A public roundtable on family-friendly workplace policies by the Business Ambassadors of Impact Monadnock, an advocacy group of local business leaders.
- Five Community Action Forums on Early Childhood hosted by four Monadnock Region school districts and River Valley Community College.

## Advocacy and State-level Alignment

Recognizing the impact of public policy on child well-being, the Initiative's Project Director has increased advocacy efforts on behalf of the Monadnock Region including:

- Appointment to the Governor's Advisory Council on Early Childhood.
- Selection to the co-chair position of the Spark NH Policy Committee.
- Increased involvement in legislative action in Concord such as participation in the Campaign for a Family Friendly Economy Day.
- Public advocacy for early childhood investment through presentations at state-level events.

The Initiative's Project Director continues to partner with Spark NH, Early Learning NH, and the Community of Practice of Early Childhood Regional Directors to ensure the needs and goals of the Monadnock Region are represented at the state level.

## 2017

### Priorities for 2017 include:

- Continued implementation and evaluation of strategies from the ECD Strategic Plan.
- Selection of additional strategies for implementation in 2017-2018.
- Increased advocacy efforts around public policy and legislative action.
- Expanding the existing base of financial support to ensure sustainability.
- Partnering with Monadnock Region school districts to explore new ways to invest in early childhood.
- Ensuring continued community support through leadership opportunities with the Initiative.



Over 200 early childhood supporters attended the Early Childhood Summit: The Seven Essential Life Skills Every Child Needs at Keene State College.

# Impact Monadnock Board of Directors

## **Janice H. Barry**

Keene, NH  
Title I Project Manager and McKinney-Vento  
Liaison, SAU 29, and Keene Community  
Education Adult Education Director

## **Dottie Bauer, Ed.D.**

Keene, NH  
Professor of Early Childhood Education at  
Keene State College (former preschool and  
special educator)

## **Patricia Campbell, D.O.**

Keene, NH  
Pediatrics and Adolescent Medicine,  
Cheshire Medical Center

## **Kathy Collinsworth**

Keene, NH  
Executive Director, Monadnock  
Humane Society

## **Eileen M. Fernandes**

Keene, NH  
Population Health Manager, Cheshire Medical  
Center/Dartmouth-Hitchcock Keene

## **Richard C. Hill**

Marlborough, NH  
Retired, Director of Manufacturing,  
MARKEM Corporation

## **Joshua R. Meehan**

Keene, NH  
Executive Director, Keene Housing  
& Chairperson, Keene Housing Kids  
Collaborative

## **Jeffrey B. Miller**

Marlborough, NH  
Retired Executive, MARKEM Corporation

## **Helene Mogridge**

Keene, NH  
Chief Executive Officer, Keene Family YMCA

## **Susan B. Newcomer**

Spofford, NH  
Workforce Development Coordinator,  
Greater Keene Chamber of Commerce

## **Joseph P. Parisi**

Spofford, NH  
Retired Executive, Markem-Imaje

## **Barbara Tremblay**

Keene, NH  
Retired Educator/Principal, SAU 29

## **Penelope Ryder Vaine, BSW**

Winchester, NH  
Program Manager of Maternal and Child  
Health Program at Home Health Care,  
Hospice and Community Services

# Implementation Teams

## Leadership Team

**Marj Droppa, PhD**, Impact Monadnock

**Kathy Collinsworth**, Monadnock  
Humane Society

**Liz Coppola**, Keene Family YMCA

**Laura Milliken**, Spark NH

**Joe Marks**, Baudelaire, Inc.

**Liz LaRose**, Monadnock United Way

## Evaluation Team

**Peter Antal**, Antal Consulting, LLC

**Rich Randall**, Polyonics, Inc.

**Jay Pettapiece**, Vision Financial

**Katie Schwerin**, W.S. Badger Company

**Liz Chipman**, Keene Housing  
Kids Collaborative

**Dr. Joanne Cepelak**, Keene State College

**Bob Collinsworth**, Keene Police Dept. (ret.)

**Richard Hill** (ret.)

**Dr. Dottie Bauer**, Keene State College

**Andrea Wright**, C&S Wholesale Grocers

**Barbara Tremblay** (ret.)

**Dan Belluscio**, Markem-Imaje

## Community Coalition on Early Childhood

**Hope Driscoll** (Chair), Monadnock Voices  
for Prevention

**Prof. Kerry Morris**, River Valley  
Community College

**Deb Ganley**, Cheshire Children's Museum

**NH State Rep. Larry Phillips** (ret.)

**Sarah Galligan**, W.S. Badger Company

**Jan Richards**, Keene State College  
Child Development Center

**Johanna Van Riel**

**Elizabeth Tatro**, Monadnock Regional  
School Board

**Susan Weber**, Sophia's Hearth

## Implementation Project Teams

**NH State Rep. Larry Phillips** (ret.)

**Dr. Art Simington** (ret.)

**Dr. Kathy Fisher**, Cheshire Medical Center

**LeeAnn Clark**, Monadnock  
Community Hospital

**Shawn Lund**

**Dennis Calcutt**, Monadnock Regional  
System of Care

**Cari Christian-Coates**, ConVal  
School District

**Susan Meehan**

**Suelaine Poling**, Keene Day Care Center

**Penny Vaine**, Home Healthcare Hospice &  
Community Services

**Lisa Mahar**, Monadnock Waldorf School

**Emily Hartshorne**, Keene School District

**Cathy Gray**, Cedarcrest Center for Children  
with Disabilities

**Chuck Weed**, Cheshire County  
Commissioners

**Ella Weber**, Head Start

**Jason Peck**, Monadnock Developmental  
Services

**Samuel Rosario, LICSW**, Monadnock  
Community Hospital

**Jan Barry**, Keene School District

**Teresa Starkey**, Keene School District

**Kelly Fleurette**, Keene Family YMCA

**Susan White**, Sophia's Hearth  
Family Center

**Alison Welsh**, Cheshire County  
Drug Court

**Craig Platt, PhD**, Franklin Pierce University

**Sara Snowling**, SAU 29

**Dr. Geraldine Rubin**, Cheshire Medical  
Center

**Amy Hill**, Winchester Learning Center

## **Business Ambassadors**

**W.S. Badger Company**

**Baudelaire, Inc.**

**C&S Wholesale Grocers**

**Communicators Group**

**Engelberth Construction Company**

**Filtrine Manufacturing Company**

**Greater Keene Chamber of Commerce**

**Keene Housing**

**Savings Bank of Walpole**

**Polygonics, Inc.**

**True North Networks**

**Vision Financial Corporation**



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