

Desired Future States by the End of 2020

What Success Looks Like in Three Years

Child Success

Ensure children receive high-quality education and care services from birth through third grade



- ❖ **Challenging Behaviors** – Children learn strategies to manage their feelings and teachers are equipped to promote social-emotional learning and positive behavioral interventions and supports
- ❖ **Effective Coaching** – Classroom staff are supported by consistent, strengths-based coaching practices
- ❖ **4-Year-Old Growth** – The oldest children served by CAP continue on a positive trajectory learning, developing, and preparing for the transition into kindergarten
- ❖ **Child Health** – Children are ready to learn because they are physically and mentally healthy
- ❖ **Teachers Working Together** – Classroom staff are collaborating to build their knowledge and learn from one another

Family Success

Partner with families to create a nurturing and secure environment for their children



- ❖ **Family Goal Setting** – A clear methodology guides CAP Tulsa’s support of each family to set and achieve goals
- ❖ **Effective & Responsive Caregivers** – Parents possess the skills and confidence to promote their child’s whole development
- ❖ **Job Training Opportunities** – Parents are completing workforce development programs in high-demand sectors including early childhood education
- ❖ **Parental Depression** – Parents are receiving effective mental health services for depression
- ❖ **Adult English Language Learners** – Parents are improving their English language proficiency

Organizational Success

Optimize process management and resource stewardship while providing a great place to work



- ❖ **Family Enrollment Meetings** – CAP is onboarding families in ways that are welcoming and set them up for future success
- ❖ **Living the Mission** – CAP is providing employees with personal supports, economic stability, and a work-life balance
- ❖ **Top Talent** – CAP attracts and retains engaged and effective employees, and provides opportunities for professional development
- ❖ **Oklahoma Quality Award** – CAP meets national benchmarks for organizational performance excellence
- ❖ **Office 365** – Microsoft productivity tools are effectively implemented and fully utilized across CAP
- ❖ **Multi-Year Budgeting** – A rolling, three-year agency budget is maintained with required resources identified

Community Success

Work collectively with other organizations to improve the broader system



- ❖ **CareerAdvance** – The healthcare job training program is effectively operated by a community partnership that is financially sustainable
- ❖ **BEST Initiative** – CAP is executing the agency’s defined role in the Birth through Eight Strategy for Tulsa
- ❖ **Performance-Based Partnerships** – Outcome-based, performance-driven partnerships with selected community organizations are advancing child and family success
- ❖ **Alumni Services** – Families whose children have graduated from CAP still receive comprehensive family supports through third grade
- ❖ **Oklahoma Early Childhood Program** – The OECP network of partner providers is strengthened both operationally and financially

