



Kansas Children's
Service League

Strategic Planning 2019-2023
Approved Goals, Priorities, Guidance &
Responsibilities

September 13, 2018

Strategic Planning for 2019-2023

Strategic Goals, Priorities, and Guidance for 2019-2023



The following table is KCSL's framework for defining strategic goals, priorities within the goals, and the guidance for responsible directors to follow when conducting their detailed implementation plans.

Strategic Goals 2019-2023	Priorities within the Goals	KCSL's Guidance	Timeframe	Responsibility for Action Planning
1. Strengthen Economic Supports to Families	A. Advancing concepts and partnerships which create safe, stable, and nurturing relationships and environments	1. Work with the Kansas Power of the Positive Collaborative (K-PoP) to work with the Leadership Team and Steering Committee with funding from the Centers for Disease Control and Prevention.	2019-2023	Vicky Roper, Prevent Child Abuse Kansas Director
		2. Create a statewide train-the-trainer network for CAP topic areas, including Adverse Childhood Experiences (ACEs) and Safe, Stable, Nurturing Relationships and Environments (SSNREs).	2019-2023	Vicky Roper, Prevent Child Abuse Kansas Director
		3. Partner with Kansas Department of Health and Environment (KDHE) and other government agencies to use the Parent Helpline and App more effectively.	2019-2023	Pamela Noble, Assistant Director, PCA Kansas
	B. Promoting family-friendly work policies through partnerships with private corporations	1. Work with the Kids Are Good Business Work Group of the Kansas Power of the Positive (K-PoP) with funding from the Centers for Disease Control and Prevention.	2019-2023	Vicky Roper, Prevent Child Abuse Kansas Director
		2. Work with urban and rural based private corporations to promote family-friendly work policies with funding from the Centers for Disease Control and Prevention.	2019-2023	Vicky Roper, Prevent Child Abuse Kansas Director
		3. Work with private corporations to determine needed advocacy for legislative action creating corporate tax credits or other family-friendly work environment strategies.	2019-2023	Dona Booe, President/CEO;

Strategic Planning for 2019-2023

Strategic Goals, Priorities, and Guidance for 2019-2023



Strategic Goals 2019-2023	Priorities within the Goals	KCSL's Guidance	Timeframe	Responsibility for Action Planning
<p>2. Change Social Norms to Support Parents and Positive Parenting</p>	<p>A. Engaging the public in education and awareness campaigns that promote the mitigation of childhood adversity</p>	<p>1. Increase volunteer support and develop 2 to 3 new CLDC's in new Healthy Families America (HFA) service areas (Newton, Pittsburg, and Great Bend).</p>	<p>2019-2021</p>	<p>Trina Morgan, Assistant Director Healthy Families; Jamie VanComperolle, Healthy Families Assistant Director</p>
		<p>2. Work with the Awareness Work Groups of the Kansas Power of the Positive (K-PoP) with funding from the Centers for Disease Control and Prevention.</p>	<p>2019-2023</p>	<p>Vicky Roper, Prevent Child Abuse Kansas Director</p>
		<p>3. Enhance and strengthen the awareness campaigns by including adverse childhood experiences (ACEs) and safe, stable and nurturing relationships and environments (SSNRE) information</p>	<p>2019-2023</p>	<p>Deena Williams, Communications Manager</p>
		<p>4. Revise and refresh Building Healthy Families (BHF) mission tour scripts to address the economic impact of ACEs and the benefit of family friendly work environments</p>	<p>2019-2020</p>	<p>Dona Booe, President/CEO</p>
		<p>5. Restore and recognize CLDCs in Liberal and Garden City.</p>	<p>2019</p>	<p>Dona Booe, President/CEO</p>
	<p>B. Partner with Department for Children and Family Services on action that will promote positive parenting and community centered services</p>	<p>1. Conduct further research into the Federal Families First Act and determine priority areas of interest for KCSL: a) Home Visitation programs which may include HFA model b) Importance of prevention as a whole for children to not experience the additional trauma of displacement from their parents</p>	<p>2019-2021</p>	<p>Gail Cozaad, Director, Children and Family Services; Kelly Hayes, Director, Healthy Families</p>

Strategic Planning for 2019-2023

Strategic Goals, Priorities, and Guidance for 2019-2023



Strategic Goals 2019-2023	Priorities within the Goals	KCSL's Guidance	Timeframe	Responsibility for Action Planning
3. Provide Quality Care and Education Early in Life	A. Enriching preschool programs with family engagement opportunities	1. Increase Head Start (HS) integration with USD 480 and USD 102 through co-facilitated parent engagement events and activities	2019	Christie Reed, HS/EHS Director
		2. Strengthen HS relationships with USD 457 and USD 214 building towards integrated programming	2019	Christie Reed, HS/EHS Director
		3. Prepare to respond to opportunities to increase dosage and durations of HS/EHS to achieve all day, year-round programming	2019-2021	Christie Reed, HS/EHS Director
		4. Implement family engagement practices (including fatherhood) through early childhood programs	2019-2023	Vicky Roper, Prevent Child Abuse Kansas Director
	B. Improving the quality of and access to child care resources	1. Provide guidance and support to local family childcare providers to obtain and maintain KDHE childcare license.	2019	Christie Reed, HS/EHS Director
		2. Expand Crisis Nursery services by increasing numbers served and expanding childcare center partnerships	2019-2023	Pamela Noble, Assistant Director, PCA Kansas

Strategic Planning for 2019-2023

Strategic Goals, Priorities, and Guidance for 2019-2023



Strategic Goals 2019-2023	Priorities within the Goals	KCSL's Guidance	Timeframe	Responsibility for Action Planning
4. Enhance Parenting Skills to Promote Healthy Child Development	A. Expanding early childhood home visitation programs that prevent child abuse and neglect	1. Create a board advisory group and develop a board approved strategic plan for HFA	2019	Kelly Hayes, Director, Healthy Families
		2. Complete current Healthy Families (HF) Expansion with the enrollment of 370 TANF-funded families	2019	Kelly Hayes, Director, Healthy Families
		3. Maintain caseloads at 100% capacity with waiting lists in Healthy Families (HF), Drug Endangered Child Case Management (DEC), Early Head Start (EHS) and Crisis Nursery	2019-2023	Trina Morgan, Assistant Director Healthy Families; Jamie VanCompennolle, Assistant Director Healthy Families; Amber Miller, Assistant Director Children and Family Services; Tabitha Southern, Assistant Director Early Head Start; Pam Noble, Assistant Director, PCA Kansas
	B. Expanding resources that strengthen parent and family support systems	1. Expand Kansas Post Adoption Resource Center (K-PARC), specifically support groups and resources that understand trauma impact.	2019-2020	Gail Cozadd, Director, Children and Family Services
		2. Work with Texas Christian University (TCU) to bring trust-based relational intervention (TBRI) practitioner training to KS, which would ensure more therapists across the state have knowledge and understanding about trauma and how to help.	2019-2020	Gail Cozadd, Director, Children and Family Services
		3. Increase the number of school-based, mental health professionals in Sedgwick County USD 259.	2019-2023	Mia Manfredi, Outpatient Mental Health Program Manager
		4. Identify private funding resources to help support Pittsburg, Newton, and Great Bend HF programs with non-allowed TANF expenses.	2019-2023	Kelly Hayes, Director, Healthy Families
		5. Incorporate parent engagement and leadership programming into all ten Healthy Families programs.	2020	Kelly Hayes, Director, Healthy Families
		6. Improve the current Parent Leadership Conference by improving attendance and conference impact	2019-2023	Pamela Noble, Assistant Director, PCA Kansas

Strategic Planning for 2019-2023

Strategic Goals, Priorities, and Guidance for 2019-2023



Strategic Goals 2019-2023	Priorities within the Goals	KCSL's Guidance	Timeframe	Responsibility for Action Planning
5. Intervene to Lessen Harms and Prevent Future Risk	A. Promoting behavioral-based parenting approaches	1. Implement evidenced-based parent education programs in Head Start and Early Head Start (HS/EHS)	2019	Christie Reed, HS/EHS Director
		2. Expand the Kids Circle within TBRI K-PARC initiatives.	2019-2020	Gail Cozadd, Director, Children and Family Services
		3. Increase HS/EHS partnerships with community mental health centers to provide psychosocial supports in the classrooms	2020	Christie Reed, HS/EHS Director
		4. Implement evidence-based parent education programs	2019-2023	Pamela Noble, Assistant Director, PCA Kansas; Christie Reed, HS/EHS Director
	B. Developing increased capacity and resources to address psychosocial needs of children and youth	1. Increase HS/EHS mental health services.	2020	Christie Reed, HS/EHS Director
		2. Advocate and encourage more flexible funding and solutions with the Kansas State Department of Education (KSDE) to be able to partner with agencies who can more effectively address psychosocial needs	2020-2021	Gail Cozadd, Director, Children and Family Services
	C. Promoting Kinship programs	1. Explore the expansion of Kinship Services	2019-2023	Vicky Roper, Prevent Child Abuse Kansas Director; Gail Cozadd, Director, Children and Family Services

Strategic Planning for 2019-2023

Strategic Goals, Priorities, and Guidance for 2019-2023



Strategic Goals 2019-2023	Priorities within the Goals	KCSL's Guidance	Timeframe	Responsibility for Action Planning
6. Sustain Financial and Operational Excellence and Stability	A. Sustaining financial stability	1. Annually prepare collaborative budget reviewed and approved by Board of Directors	2019-2023	Paula Wischnack, CFO
		2. Monitor and report timely to both internal and external stakeholders budget-to-actual results with explanations to major variances.	2019-2023	Paula Wischnack, CFO
		3. Develop and implement a formal IT disaster recovery plan	2019	Dave Ruff, Network Administrator
		4. Monitor health care trends – cost, insurance, ACA	2019-2023	Paula Wischnack, CFO
		5. Implement a formal risk management process	2019	Tim Jacobs, Accountant
		6. Implement new accounting standards for accounting for leases and revenue recognition	2019-2020	Paula Wischnack, CFO
		7. Add 8 new Building Healthy Families (BHF) giving Society members and maintain at least 100 BHF Society members annually.	2019-2023	David Austin, Director of Fund Development & Communications
	B. Sustaining program integrity	1. Complete the HFA accreditation for multi-site system	2019	Kelly Hayes, Director, Healthy Families
		2. Review the program peer audit tools annually	2019-2023	Kim Rogers, Manager of Program Assurance
	C. Sustaining a workforce of top-notch professionals	1. Focus on selecting highly qualified and talented job applicants using proven pre-screening tools and practices.	2019	Dreher Goodrich, Director of Human Resources
		2. Retain highly qualified and talented employees by building capacity, leadership skills and professionalism in first-line and new supervisors	2019-2023	Dreher Goodrich, Director of Human Resources
		3. Evaluate our Payroll-Human Resource Information System (HRIS) to ensure that the application meets the changing needs of our workforce, adds value and efficiency for all users, and appropriately fits KCSL in terms of cost, ease of use, flexibility, and administrative burden	2019	Dreher Goodrich, Director of Human Resources
		4. 30% of Healthy Families staff attain KAIMH endorsement (Kansas Association of Infant Mental Health)	2020	Kelly Hayes, Director, Healthy Families