

**HUB PARTNERS SURVEY:  
MARION-POLK**

RESPONDENTS	N	EARLY LEARNING	K – 12	HEALTH	SOCIAL & HUMAN SERVICES	BUSINESS	COMMUNITY
COMMUNITY PARTNERS	44	12	11	4	4	11	2
GOVERNANCE	14	6	3	1	4		
<b>TOTAL</b>	<b>58</b>	<b>18</b>	<b>14</b>	<b>5</b>	<b>8</b>	<b>11</b>	<b>2</b>

<b>TRIBAL MEMBERSHIP</b>
2

**WHAT IS YOUR ROLE IN YOUR ORGANIZATION/AGENCY? (Community Partners only)**

Direct Service/Field Staff	Organizational Decision Maker	Outreach and/or Comm. Engagement	Other
13	13	7	9

**WHAT IS YOUR CURRENT FINANCIAL RELATIONSHIP WITH THE HUB?**

*(mark all that apply)*

Our organization/agency directly invests in Hub-led activities or initiatives	5
Our organization/agency offers in-kind resources to the Hub	8
Our organization/agency receives funds from the Hub.	29
Our organization/agency is supported by the Hub with in-kind resources	8
Our organization/agency expects to receive funds from the Hub in the future	7
Our organization/agency has no financial relationship with the Hub.	7
Not Applicable – I do not represent an organization or agency.	3

**GOAL 1: Contribution to children in your region arriving at kindergarten ready to succeed**

	TOTAL	GOV	EARLY LEARNING	K – 12	HEALTH	SOCIAL & HUMAN SERVICES	BUSINESS	COMM
<b>SIGNIFICANT</b>	21	3	3	2	2	1	6	1
<b>SATISFACTORY</b>	16	6	5	3	2		2	1
<b>EARLY INDICATORS</b>	8	3	1	4				
<b>NO PROGRESS</b>	0							
<b>UNSURE</b>	13	2	3	2		3	3	

*Comments & Evidence:*

- I don't have hard evidence in front of me but I know there is an increase of numbers of children in high quality early learning programs and parenting classes.
- I have only been here 3 months but great so far
- The only evidence I can cite are the positive comments from parents and early childhood providers. The quality of support offered from the HUB has no pair in Oregon
- Ready for K! in our building stands out in this category.
- There is always room for growth and we are on the path!
- Improving communications with local Pre-school providers
- I don't have direct involvement in this to really know what data is indicating, but I know there is a LOT being offered to families in the community that HAS to be having a very positive impact in multiple ways.
- The community partners doing the work can demonstrate their successes
- I think significant progress in Salem and immediate surrounding areas is evident. I would like to see a heightened effort in Stayton area.
- While I haven't seen any official reporting, I assume they are making significant progress based upon their community outreach, partnerships and communication efforts!
- Kids, who finished a preschool program and attend our K program, are more successful in education, show more engagements in learning process, have better behaviors and attendance
- I think we are all working together to provide a lot of great programs to help kids and their families succeed and be ready for Kindergarten
- partners are showing progress, but not necessarily because of the work of the hub
- I believe we are making good progress achieving objectives we believe will lead to more children arriving at Kindergarten ready to succeed but I would like to see more empirical evidence that the children we serve are in fact more ready.

**GOAL 2: Contribution to families in your region being healthy, stable, and attached**

	TOTAL	GOV	EARLY LEARNING	K – 12	HEALTH	SOCIAL & HUMAN SERVICES	BUSINESS	COMM
<b>SIGNIFICANT</b>	16	3	3	1	3		5	1
<b>SATISFACTORY</b>	23	5	7	7	1	1	1	1
<b>EARLY INDICATORS</b>	8	3	1	1			3	
<b>NO PROGRESS</b>	2	1		1				
<b>UNSURE</b>	9	2	1	1		3	2	

*Comments & Evidence:*

- Again, I don't have hard numbers. To the best of my knowledge, an increase in parenting classes, programming for young children, and opportunities for parent involvement has increased. Vroom!
- I have only been here 3 months but great so far
- Indicators would be that of report outs and data
- Their leadership and help in our teen parent health fair brings together our community to help our families be healthy, stable and attached.
- Pre-K parenting classes
- The community partners doing the work can demonstrate their successes
- their partnership with Santiam Service Integration allows for HUB dollars to be directed towards this effort. Funds are maximized by the leveraging aspect.
- While I haven't seen any official reporting, I assume they are making significant progress based upon their community outreach, partnerships and communication efforts!
- Our families are supported by Hub with a lot of resources, such as: books (Early literacy Project), Medical assistance (vision, hearing and dental screening) and consultations with behavioral issues.
- Again, partners are completing this work.
- Once again, the Hub is doing a great job of supporting families. I believe the results are good but I'd like to see more empirical evidence.
- need for adding more space, invited to do behavior consultation
- Our regional Preschool Promise efforts provide a safe and stable environment for children (sometimes the only stable environment for some of our children). Our efforts related to promoting developmental screenings and the subsequent referrals to the Willamette ESD for evaluation and, when appropriate, specialized services. Our emphasis on parent education, promoting immunizations, etc.

**GOAL 3: Contribution to your early learning system being coordinated, aligned, and family-centered**

	TOTAL	GOV	EARLY LEARNING	K – 12	HEALTH	SOCIAL & HUMAN SERVICES	BUSINESS	COMM
<b>SIGNIFICANT</b>	23	3	6	2	3	1	6	2
<b>SATISFACTORY</b>	18	5	4	5	1	1	2	
<b>EARLY INDICATORS</b>	8	5	1	1			1	
<b>NO PROGRESS</b>	1			1				
<b>UNSURE</b>	8	1	1	2		2	2	

*Comments & Evidence:*

- It seems our hub is more focused on the work of hub staff and not partners.
- At times it feels like we are all working on our own agenda. Lack of trust which causes us to be in our own silos. Coordinating more with partners to align with community needs and how to achieve them. At times, restrictions can get in the way of the community/families accessing these resources.
- I feel given the partners involved the Hub is contributing to coordination across the community
- The progress is good but there is a long way to go.
- Partners from a wide variety of services including the medical field has increased significantly with the inception of the Hub.
- Indicators would be that of report outs and data
- I know there has been a lot of hard work since the establishment of the Hub, but I don't have any direct communication with them (from them) about their progress.
- I am not really aware of what is happening across the region. This is probably my own issue in not staying as current as I would like.
- Significant programs, outreach and partnerships are underway to align efforts.
- We are in our second year of class delivery.

## AVERAGE SECTOR RATINGS FOR EACH ITEM:

Respondent Rating Scale: Strongly Disagree = 1, Disagree = 2, Agree = 3, Strongly Agree = 4

Items	GOV (n=14)	EL (n=12)	K – 12 (n=11)	HEALTH (n=4)	SHS (n=3)	BUS (n=11)	COMM (n=2)
The mission of our Early Learning Hub is clear to me.	3.3	3.3	3.5	4.0	3.7	3.6	4.0
The Hub’s decision-making process, and my role in it, are clear to me.	2.9	3.3	3.0	3.8	3.5	3.6	3.5
The partners involved in our Hub mutually support each other toward common outcomes.	2.8	3.7	3.1	3.8	3.0	3.5	4.0
As community barriers arise, I take them to our Hub as a community resource for systems alignment and problem-solving.	2.8	3.5	2.9	3.3	3.0	3.3	3.0
As community opportunities arise, I take them to our Hub as a resource for nurturing collaborative community efforts.	3.0	3.5	3.0	3.5	3.0	3.1	3.0
The Hub’s success in implementing its strategies will improve the success of my work.	3.1	3.5	3.1	3.7	3.0	3.6	4.0
The way our Hub is organized provides appropriate opportunities for sharing among partners.	3.1	3.7	3.1	3.3	3.5	3.6	4.0
Parents' and families' voices are heard and affect my EL hub's strategies and decision-making.	3.0	3.2	3.0	3.5	3.0	3.6	4.0
My Hub is raising awareness about racial equity in our region.	2.8	3.3	3.0	3.0	3.0	3.3	4.0
My Hub raises awareness about early childhood and early learning in our region.	3.4	3.7	3.5	3.8	3.0	3.8	4.0
Our Hub’s leadership fosters regional collaboration.	3.1	3.6	3.3	3.8	3.5	3.7	3.5
I invest resources (in-kind or financial) in shared activities or goals with my Hub.	3.2	3.5	3.3	4.0	3.0	3.6	4.0
I have influence over decision-making within the Hub.	3.2						
K-12, human services, health care, and early learning partners all participate in the governance of my Hub.	3.4						
I am able to make productive contributions to our Hub.	3.1						
My Hub utilizes the data available to them to develop strategies and guide their decisions.	3.2						
My Hub invests in priority populations (the children you’ve identified as furthest from opportunity in your region).	3.4						

Color Coding for Average Scores:



= 0 – 2.6



= 2.7 – 3.3



= 3.4 – 4.0

***If you invest resources (in-kind or financial), please describe:***




- Staff time and available space for KPI related programs
- On board, have staff in CATS meetings and RIT meetings. We support Vroom and participate on panels and/or help as needed
- The Willamette ESD provides meeting space for the MPELH at no cost and we have numerous staff involved in the organization (Board member, Executive Committee member, RIT member, CAT members, etc.).
- Grants provided to ElHub.
- Time, meeting space,
- space, staffing, logistical support, technology.
- school resources are used to support collaborative efforts
- meeting space, materials, staff time
- Staff time, training, Sponsoring Org support
- We plan to contribute financially to the cost of joint recruitment events
- We provide staffing, venue, materials, support, advertisement.
- ELH allocates funds to the Santiam Service Integration Program and our SIT dollars along with other funds we control match ELH funds, maximizing the allocation
- We provide staffing through district funding that supports the work of the hub.
- Our center received funds from Hub for learning materials, furniture (Startup funds), and continuing getting yearly funds for our 3-4 yr. group (Preschool Promise). Also: books (Early literacy Project), Medical assistance (vision, hearing and dental screening).
- When we receive funding or materials from the Hub for a program, we always invest other funding to meet the full budget of a fully and excellently implemented program.

***Please indicate the description you think best states the kind of partnership and collaboration you think you have with (or because of) your Early Learning Hub? (Community Partners only)***

	TOTAL	EARLY LEARNING	K – 12	HEALTH	SOCIAL & HUMAN SERVICES	BUSINESS	COMMUNITY
INTEGRATE	4	3	1				
COLLABORATE	19	4	5	2		7	1
COORDINATE	5	3		1			1
COOPERATE	4		2			2	
COMMUNICATE	7	1	1	1	3	1	
CO-EXIST	3		2		1		
COMPETE	1					1	

Parent Surveys (n = 2)	
I know how I help my Early Learning Hub make decisions.	3.0
My voice and experience as a parent is important to my Early Learning Hub.	3.5
My voice and experience as a parent influences how my Early Learning Hub serves my community.	3.5
I see how my Early Learning Hub is helping improve the lives of children and families in my community.	4.0
My Early Learning Hub raises awareness about honoring every child's culture and needs.	4.0
My Early Learning Hub raises awareness about early childhood and early learning.	4.0

Respondent Rating Scale: Strongly Disagree = 1, Disagree = 2, Agree = 3, Strongly Agree = 4

Color Coding for Average Scores:  = 0 – 2.6       = 2.7 – 3.3       = 3.4 – 4.0

***If you have something more you'd like to say about any of these statements, please do so here:***

I am impressed how the Early Learning hub center of my county is making a big difference in helping families who most need help not only with education, but financially, and emotionally.

***Feel free to share a story or experience that shows how the Early Learning Hub has made a difference for children and families in your community. (Parents only)***

I was invited to participate in the panel of people who will prioritize the financial help for needy families and organizations in our community. We based in a criteria based in various factors to select those families who needed the most help as well as organizations.

The Early Learning Hub has carefully screened families who are in financial need to provide help in providing 1 to 2 month rent, meals, clothes, meals, etc. to needed families last yr and this year. I was present in one of the meetings in which it was determined the process of selecting families who really are in need in the Winter time. I noticed that there is fairness, accuracy, and well organized process that allowed panel to carefully select needed families in our community.

**What challenges have you encountered while participating in your Early Learning Hub? How did you and the other members of your Hub work to address them? (Parents only)**

The lack of attendance of some members of our committee whose participation really matters for the group as a whole. We find solutions to recruit more members.

Some of the challenges were the lack of participation of some of our members for personal reasons. There was communication in advance about our meetings and we brainstorm possible solutions about recruiting more members.

**Anything else you'd like to share about your experience participating with the Early Learning Hub? (Parents only)**

This is an amazing opportunity to serve those families who has children 0 to 5 years old and to make a difference on their lives. We can share our lives experiences to enrich our committee with our ideas or goals in order to better the lives of young children and their families.

This is great committee of dedicated parents whose purpose is to enrich themselves with the tools we all need to become great parents and responsible members of our community. And our goal is mainly to reach out to all of the families that need to resources and tools to become successful parents in raising happy and healthy kids. My experience has been great.

**(A) In a few sentences, please describe the nature of your organization's partnership with your Hub. (Community Partners only)**

We financially and administratively partner with Hub to offer more parent-focused health/education classes to the Salem-Keizer community.

I share information when relevant regarding Spark, Oregon's Quality Rating and Improvement System and/or Central Coordination of Child Care Resource and Referral.

Our organization has been awarded 16 Preschool Promise slots.

We are a Preschool Promise provider. We also use the HUB for Professional Development.

The HUB hires me to provide services

The Hub has provided a number of resources and support for our infants, toddlers and their parents.

We have partnered for several years with the KPI Initiative, focused on professional development and parent education.

working in collaboration to improve our connections with early learning providers and to provide parent education opportunities

HUB provides PD to teachers and greater programs to connect pre-K with K

Member District of WESD.

I attend the CAT meetings

I have a very collaborative relationship with the hub. We work together on multiple projects that our services are connected to.

The Hub supplies helpful flyers, supplies, and resources for our community. We share the resources and they share about our organization in the community as a provider.

We have partnered in several areas with the Hub, most recently to provide popular education training to the community. We also co-lead a coalition alongside Polk County Public Health.
The Marion County Children and Families Commission is comprised of CEO-level individuals that serve children and families. Lisa is a member.
We receive funds for the professional development of staff working with young children and for projects related to family engagement targeted to families of young children (KPI funds).
My agency has not been partnered with the hub beyond my involvement in the meetings for networking and connecting with community partners. I recently began pursuing our involvement with Parent Education, and hope that we will be more directly involved in that aspect of the hub's activities in the community.
Partners in promoting early learning. Parenting class funding, communal training opportunities, work directly with linking Head Start Staff with elementary schools.
we have a great partnership with the hub, we coordinate and come up with training's for childcare providers
CCRR is strategically aligned with Hub goals. We are a highly collaborative partner and support each other on many levels as it relates to early childhood.
We partner in several ways; joint outreach for preschool children; family support grant, KPI, collaboration at the CAT and RIT team meetings
We receive Early Learning Hub dollars in a grant.
The Early Learning Hub has given the opportunity to 40 preschool (4-5 years) to be prepared for Kindergarten.
Partnered with the hub to access resources to support our efforts, and the efforts of our community partners, to reach as many families prenatal - 5 in the Marion/Polk area with high quality services.
We work with the Hub through KPI Grant and other funding opportunities. Hub provides resources for staff, professional development opportunities, and parent education.
Early Learning Hub provides vital information for local families via schedules for upcoming classes, and important information for parents. I print 10k magazines bi-monthly and distribute to local schools, pediatric offices, grocery stores, pre-schools etc.
ELH allocates Family Support dollars to Santiam Service Integration, a program of Santiam Hospital.
Weinstein PR was hired to develop a strategic communications plan and website for the Hub.
We are a member and receive funds for parenting classes.
I work for the hub
My child care has a contract with the Preschool Promise program.
In more than 3 years we have very pleasant experience working with Marion and Polk Early Learning HUB. Our organization received funds from Hub for learning materials, furniture (Startup funds), and continuing getting yearly funds for our 3-4 yr. group (Preschool Promise). Also, since we see a tremendous need in our community, we hope to receive funds for the 1-2 yr. old group (Baby Promise) in the future. In addition, we are supported by Hub with a lot of in-kind resources, such as: books (Early literacy Project), Medical assistance (vision, hearing and dental screening). Through HUB our teachers and parents receiving informational support and educational assistance (meetings, classes, trainings, curriculums, brochures, consultations, and much more)
We receive funding through Preschool Promise to provide the SMART Reading Program to PreK students in our counties. We also work on the Hub's Collective Action Team to learn from and support other partners in the community.
Our organization was one of the founding members. We are no longer on the board, but our staff are involved in action teams and initiatives and are the culturally specific representatives of Latino families.
Coordination and Collaboration of services
They encourage us and give us motivation.



**(B) What do you most want the Hub you partner with to know about your experience collaborating with them? (Community Partners only)**

The Hub does an outstanding job of bringing a variety of important partners together to improve the lives of children and families. I always walk away feeling well informed of what is going on in Marion and Polk Counties in terms of children, families, and opportunities for partnering, volunteering, sharing resources, etc.
I appreciate the collaboration we have had in the past few years. We have undergone several changes and the Hub has helped us through them. The resources we have access to through the Hub have help me/us to increase our quality of care and education not only to those families who have qualified for Preschool Promise but all of our families. Thank you!
They have been very helpful and supportive!
The HUB is my absolute favorite orgaization. What the HUB does providing high quality trainig for bilingual programs is something nobody else is doing in the state.
We cannot thank you enough for caring about these small people, their parents, our staff and this community. When you help one of us, you help all of us.
The parent education support is excellent. With reduced Title I budgets we wouldn't be able to offer parenting classes and family literacy without KPI support.
we appreciate the support and collaboration
Amazing PD and services provided has supported the success of students and teachers at my school.
Limited at this point. We have appreciated the help with providing Pre-K classes for parents.
I appreciate the HUB bringing together organizations that work with young children
I appreciate how the Hub always keeps an eye on each sector that is impacted by their work. The focus on equity across is valued.
We appreciate their support and timely follow through.
We appreciate support and areas where we can achieve collective impact.
We appreciate the work they are doing to support healthy development of our communities' youngest members. Thank you for serving on the commission.
The KPI funds have been available for 5 years and there should be significant data available demonstrating what works and doesn't work with these funds based on the work done with the funds in the last five years. If this information is available, it is not being shared in a clear way with those who are expected to make a plan to use the funds. Thus, it is up to the creativity of each school building to plan to use the funds in the best way for their community. This seems like it could easily create redundancies and inefficiencies; also, it does not create an environment where the most effective practices can be shared among those who are doing the work.
It has been great. I leave the meetings feeling so passionate and inspired about the work that's being done and the possibility that lies ahead.
I think they are doing great at supporting early learning and Head Starts.
We are great partner
They are highly respected by CCRR. CCRR and Hub staff work very well together on a regular basis. They are all trully supportive and a joy to work with.
We appreciate them!
I feel the dollars are pretty restricted. I would like to have the option of partnering grant dollars with HUB and district toward funding preschool. I don't think we are getting the results we would like to with the current way we must spend them.
It has been a great experience. They are always very helpful in every aspect. :)
The best benefit we experience when partnering with the Hub is building our partnerships with our community partners. We also heavily rely on the access to funds for parenting classes, as it is not a service easily funded, but extremely important for the community as a whole. we have strong providers in the community already and I believe it is the role of the Hub to support those efforts.
It has been very beneficial to our community and our district to have the increased resources for our children and families as well as staff.

I now have skills and I am very prepared for my program.
Marion County ELH provides timely, well branded, and thoughtful information for local parents in helping prepare their families for a successful start to school. Working with Lisa and Tiffany has always been more than pleasant. They are a wealth of knowledge, and always approachable and professional. I use ELH to answer many questions that my readers have about education and opportunities in the area.
Communication has always been efficient. In the last month since the new hire of Kiara Yoder communication has increased and processes are being streamlined.
Training
They have excellent leadership and broad based community connections.
We have received funding and on site support to register parents for our evening programming.
I feel empowered as a parent educator with their continued support.
I have had a very positive experience with the Hub.
We are very thankful for such a good supporting team and for the program that helps our low-income, Russian speaking families to implicate kids in learning process, be ready for K, and become successful in school. All personnel (Lisa, Margie, Dayna and others) are always very helpful, responsive, amiable, and easy to work with. Huge "THANK YOU" from all of us.
They are a joy to work with and we are so glad to have them as a partner!
It's been wonderful and we have learned so much from each other. The Hub has provided more opportunities for leadership and training for Latino parents and staff, and we are grateful for all we have learned. We also are especially gratified that the Hub has learned so much from us and been a willing partner in seeking for more equity.
The funds available to families, has limited geographic areas, many families in need do not live within those boundaries

***(1) Please describe your sense of your Hub’s community engagement process, and how it has begun to address disparities in your region.***

**COMMUNITY PARTNERS:**

By bringing a wide and diverse group of partners together. The Hub has offered information, discussions and training to the partners who then have the opportunity to share what they learn with their colleagues back at work and in the greater community.
Not sure, still learning more about HUB in our region.
I am totally thrilled to see conversations that were not happening before. We have a long way to go, but I can already see immense progress
Collaborative and creative strategies to address all that is going on in our community and the Early Learning community.
The projects it funds through KPI are earmarked for Title I schools in schools that are in continuous improvement status. They are supporting schools/communities with the greatest need.
many opportunities for parent education and access to services
We can always do more and sometimes the families that need the most help are unwilling to attend events or trainings. I'd like to figure out a better system for holding these families accountable.
I am only aware of coordination with our elementary school to provide funding for parent classes
The HUB provides parent education opportunities in my community. They provide education opportunities to professionals so we can better serve our community.

The Hub has multiple initiatives in the works to address the needs of a wide range of families. Part of the conversation is always who will this reach and are we reaching who we need to.
Our Hub is very engaging. There is a diverse group of agencies who represent partners.
Because I exist in "elementary school" land, I don't always know what the hub is doing or how they are doing it. I don't feel like I can fairly assess engagement of the community since I don't know where the hub is engaging.
I think the hub has done a great job engaging various organizations (and thus families) in the community. There is a variety of people coming to the table and advocating for various needs.
Helped to link community organizations and given time for thoughtful processing and planning.
Always there to help.
They are excellent at convening partners. They offer plenty of opportunities for input and planning. They address disparities through community assessment and input from parents and partners who live with or serve those who face barriers.
Hub coordinated events to provide education and information to parents of young children
Not sure
The Hub is always finding ways to engage our families.
Other communities have shared that their Hub's don't feel as operational as ours is. I believe we are on a positive trajectory, but we need to continue to focus on supporting those already in operation on new and innovative ideas to address disparities. Those on the ground running will have a larger impact than the Hub can on addressing disparities, but the Hub can support the work of research and resources.
To support all the needs of the families.
The hub recently has been re-shaping their team. In the last year hiring Skye, Patricia, and Kiara. All very knowledgeable staff. During the transition communications from the hub were not as strong and presence at community meetings was decreased. However, since the new team has been established an increased presence has been noticed at meetings as well as the staff are increasingly being part of the discussions and making sure their voice is heard.
Comprehensive Programs: Free Preschool, Quality Childcare, Developmental Milestones, Kindergarten Partnership and Innovation, Preschool Promise, Parenting Education, Reach Out and Read.
We have had limited progress but have had hub representatives at community events
I believe there are regular meetings that the public is allowed to participate in.
For many years low-income families within Slavic community were dreaming to send their kids to quality child care that would teach them Russian language and prepare for Kindergarten, but were struggling to do so. However now, with HUB's help, these families have this amazing opportunity to learn native language and get thrilled by learning.
The Hub works tirelessly to connect all different groups and people in our community to work together. Our Collective Action Team Meetings are quite large and represent a lot of different organizations in the community.
The fact that almost half of the Hub's employees are people of color, Latinas, and bilingual, speaks volumes. The E.D. knew that staff who have similar cultures and languages would be the best way to meet the needs of 50% of the families with preschool children who are Latino.
Funds have been made available to agencies that have more direct connection with families to support parenting classes and to address financial emergencies

**GOVERNANCE MEMBERS:**

This has not really happened in my time on the board. I'm hoping it will be stronger soon.
I think the HUB has employed some effective strategies and had successes in bringing partners together and engaging them in productive processes. I am concerned that these are being eroded as more and more examples of a lack of transparency, unclear decision making, HUB-centric thinking, and promotion of the HUB agenda rather than the community agenda surface.
Unsure
Lisa is a talented and effective leader. She seeks engagement with the community at every opportunity.

The way we implemented KPI in our region (school district catchment areas) serves the neediest children in our region. Our regional marketing and promotion efforts focus on our collective progress and materials are provided in both English and Spanish. We also provide professional development to our early learning providers in both English and Spanish.
I've heard the commitment of leadership in promoting equity, and seen their engagement of diverse partners (both at the leadership level and in their regular work). I am a new board member I am still learning about how the structure supports the commitment I have seen as a community partner.
Ongoing informal assessment, data review and diverse participation on work groups and boards.
I'm new on the board so I don't feel like I have enough specific information to answer this question.
Hub has been involved in the community health assessment and will use this information to address disparities in our communities.
The Marion Polk Early Learning board of directors and standing committees continually reach out to engage more partners in the work. We make equity and addressing disparities a top priority.

***(2) Does your Hub have all relevant early learning and system partners at the table? Who is missing? If there are partners missing, what needs to happen to engage them?***

**COMMUNITY PARTNER**

I'm not positive, but I don't think parents (not representing an agency/program) are present at the CAT meetings. They do meet at other times, I believe.
Yes, I believe
From what I can see
I would like to see more parent involvement. I am only present when Spanish speaking participants are involved, and it is a learning process. I think the HUB has been offering the monolingual Spanish speakers in our community opportunities that were not available previously, and our community is still a bit shy about participating, since having their voices heard is something new to them.
I believe so.
It is challenging to engage with families of pre K children who are not in Head Start programs, for instance private childcare, stay at home, etc.
maybe DHS is missing? Many partnerships there but could improve communication and collaboration with DHS
I would like for community businesses to be at the table. We prepare our students for the workforce, are there skills employers are looking for?
No aware of collaboration process
They do, I would like to see organizations that work in mental health and in the area of homelessness on the table.
I think we have a pretty good mix. There is a focus on increasing parent participation already.
I don't know. I don't know who is engaged or involved. Therefore, I don't know who ISN'T engaged and involved.
Continued engagement in the developmental disabilities field is needed, and more partnership with DHS Child Welfare. Kids with parents involved with DHS, as well as foster families are not widely discussed or "at the table" .. though I know they are being impacted by the hub's work through various organizations and the resources offered.
Pretty full table. They've worked hard to get everyone there and always welcome to new faces being part of it.

Yes, I think the Hub has done considerable outreach to bring relevant system partners to the table. As always parents are a tough one, but they have used several strategies to pull input from these groups in other ways.
All are at the table, or at least invited to be at the table
Not sure
Yes, they do.
At this point in time, most partners are at the table. Our Hub has been responsive to shifts in the community and changing the different tables we convene so peoples time is utilized and efficient. This will always be occurring as our community changes and evolves. I applaud them in their efforts to be responsive to these needs of the partners. We should always be examining who is not at the table. I know we have a Parent Council, but I rarely hear about their thoughts on matters when at meetings. I would like to see more parents at the table.
I am unsure if there is someone representing North Santiam School District. I feel there should be if not.
We send staff members to hub sponsored Pd
I feel like the Hub does a good job at making sure that all parts of the early learning system are being represented.
I think yes. At least through HUB, we were getting all professional help or consultations for our concerns.
I'm sure there are more partners out there but I feel like we currently have nearly all the areas covered and have a lot of different voices and perspectives.
I'm not sure but I think we need more involvement with pediatricians.
Yes, I believe so

**GOVERNANCE MEMBERS:**

Most board members seem dis-engaged. Low attendance and turnover are things I've observed.
I think the partners are there, but whether they are truly engaged and listened to is a question for me.
Currently lacking the business sector and parent involvement at the leadership level
Yes.
I think it would be helpful for the MPELH to have more representatives from the business community and other community based organizations.
More partners are always a good thing, but I believe everyone involved is relevant to improving outcomes for children in our Hub's area.
I think all relevant partners are at the table.
I believe everyone is there
As far as I can tell.
We have people engaged people from each sector of our community. More could be done to better engage parents and business leaders.

**(3) What changes, lessons, or reactions have happened as a result of your Hub's efforts?**

**COMMUNITY PARTNERS:**

More children in quality care, more parents educated and supported, and bringing the health and mental health sector together with the early childhood partners.
Our HUB was amazing! Our Preschool Promise program was not in place and with a gap in leadership last summer, they worked very hard (Dayna & Lisa) to get our program approved and ready for the school year!
Finding continous education & resorces for bilibgual programs is difficult. The HUB has been filling that void.
Support for the organizations who are trying to find ways to work together.

We have solid attendance at parent education and family literacy programs, resulting in more parental involvement and increased early literacy skills for children of parents who participate.
established PLC's with Kinder teachers and pre-K providers, instructional alignment
I love the PD's that are provided to support STEM and STEAM activities for my kinder teachers.
I am more aware of parenting classes open to the public and I can pass this to my families without having the stigma that only families involved in DHS.
We have managed to quell the sense of competition between providers which has been wonderful to see. More shared understanding and perspective taking. The Hub in some ways operates like a neutral third party which really helps with bumps in the road.
More support for families in our community. The Hub in Marion county is reliable, professional, valuable, and very much needed.
I have a pre k classroom in my school. We are working on year 3 of KPI work and haven't landed on a really effective way to use the funds. Sorry...not much help.
Parent education widely discussed and implemented, resources distributed to families
Connections through KPI between Pre-K and Elementary schools. Support through Early Learning calendars and workshops for parents.
More collaboration, partners gaining more understanding of what each of us does, increased referral strategies to assist parents, great connections. Increased data collection opportunities.
Better understanding of how to collaboratively work to fill early learning programs with children who meet eligibility requirements and still be responsive to parent choice
I haven't seen any big changes.
There is more awareness for preschool.
More partnerships have come to fruition as we are seeing each other more often and sharing needs. It has only helped our community to have these partnerships between community providers occur.
I can apply more to my childcare program through the personal experiences and lessons taught in the child workshops I attend.
increased knowledge of the hub in rural Marion county. talk of parenting classes and increased support.
Broader community engagement and collaboration.
More parenting classes offered
I have seen an increase in access to behavior supports, increased professional development opportunities, increased parent education and partnerships to increase literacy.
With HUB's help, we got education and now can successfully use an assessment system TS GOLD with yearly backup support. Also we were educated and now are enjoying implementing a curriculum supporting child social-emotional development (Second Step). Since this year we got more information and resources to help teachers and parents support kids with challenging behavior. Also now we are planning to provide parenting classes as well.
I have definitely seen an increase in parent engagement and awareness of parent education and outreach because of the Hub's efforts. I believe more people are aware of the organizations and help that are available to them now.
The most significant thing that has happened as a result of the Hub is that alignment, collaboration, momentum and funding opened preschool spots for thousands of children in our community, at least three times more spots. In addition, opening the spots meant recruiting parents to bring their children. So many spots were opened that empty spaces were waiting for children. Then with successful and collaborative outreach, those spots filled and there became another waiting list. Then the process was repeated each year. It has been a monumental and successful effort. It would be serious crime if any of these spots ever close for lack of funding. There are more preschool children in Salem Keizer district (includes Salem, Keizer and unincorporated areas on the outskirts) than anywhere in the state of Oregon, and half of those are Latino children, more than anywhere in the state. The next incredible accomplishment is with the childcare initiative, which has helped so many in-home providers, including many Latina women working at home with small daycares.
I have not been able to attend regularly, so do not feel informed to adequately answer all questions. I do value the information and updates they provide over email.
Not sure. Funding is always important!
Sorry, not sure



It has been a challenge to recruit parents of Anglo students to attend parent education programs. Our Latino community has responded more to program offerings. Strategies to recruit and retain Anglo participation would be helpful. Plus, with a growing Micronesian community, could there be outreach to them as well, with courses offered in their native language(s)?
more opportunities to connect with families and get input to determine needs
Support to families who refuse or reject training and support from HUB sponsored events
Increased communication with local efforts
Having the funds to hire the right staff to do the work that needs to be done. As an independent hub there are more operational costs that impact the budget. We know there is work to be done with the Board.
I don't know.

**GOVERNANCE MEMBERS:**

I think we have seen the partners brought together more often and have had some productive results.
Improved coordination of Pre-K to K transition.
The community needs to work better together to support the goals of the HUB.
Our Hub still struggles with the residual effects of the forced merger between Polk County and Marion County. Significant strides have been made but there is still some tension and a perceived lack of trust as a result of the state's decision. The MPELH has brought in a consultant to help advise the Board of how to improve our practices (related to a recent hiccup related to our conflict of interest policies) and is moving forward with a policy process to clearly define the roles of the Executive Director and board members.
As a community partner, I have seen an increased availability of educational resources to serve our diverse community thanks to the engagement of the Hub. I am a new board member I am still learning about how the structure supports the commitment I have seen as a community partner.
More kids, including those over the poverty limit are receiving a quality education.
More providers aware of the need and importance of early learning.
Better collaboration with CCO's. Better collaboration Affordable Housing providers. Better collaboration with partners to promote social and emotional growth of children. Much better collaboration between Kindergarten teachers and Pre-School care givers.

***(4) What supports does your Hub need from internal staff, community partners, or the Early Learning Division (ELD) that will help move the Hub to the next phase in its development?***

**COMMUNITY PARTNERS:**

Board member development and training
More funding that can be used for emergent needs such as training
Not sure
We need the state to understand the importance of their work and the awareness they are bringing for our preschool age children.
I am unsure of what the Hub feels they need. I would be curious to hear how they answer this question so those of us in leadership roles at our agencies can discuss and support.
The support for our programs.
continued staffing dollars. partners to agree in promoting/ sharing hub information, invites from partners to participate at events, funding to impact the goal of healthy stable families

Resources/funds.
More funding for school based programs
At our site we're seeing how Hub is successfully contributing to families being healthy, stable, attached and getting kids engaged in learning. We are sure there is a huge need in continuing and expanding this project for 3-4 yr. old kids. But also we experience an enormous necessity for families with younger kids (1-2yr. old) too. I'm not sure what supports could HUB get, but definitely needs exist and probably financial is the biggest one of them.
I know that our Hub is staffed by nine overachievers who never rest. Not a penny nor a minute are wasted. Our Hub is the most important in the state based on statistics and numbers, and must keep and increase every bit of their funding. At this time I believe we need more Preschool Promise for sure because we have a huge number of families who live in that range of poverty. We also need the ELD to realize how critical the parenting classes are to directly impact early learning of children and more are run in Spanish than in English, and enrollment is much higher in Spanish than English. Spanish speaking parents are eager for resources and learning how to improve their children's lives. Very few have ever had the opportunity to have learned these important concepts about childhood development and the lifetime impacts on the educational success of their children. Statistics of achievement, disparities, graduation, discipline, etc. bare out these facts and Spanish speaking parents are eager to learn. Therefore, after seeing how private funding has impacted our world here, ELD needs to understand that if that funding can't be sustained, they need to take it on. Our organization has been saying this since the day the ELD was created.

**GOVERNANCE MEMBERS:**

More visits from ELD staff to partners and not just relying on HUB staff quarterly reporting.
Allowing board of directors to discuss challenges and ask questions without staff become defensive or justifying reasons for decisions. There might be a big disconnect from the board as a whole and the executive team. It appears that discussions for tough conversation happen at executive team and quickly get emailed or discussed at the end of a meeting.
I think the HUB needs clearer direction from the ELD, the community, and the Board about their role- and then they need to listen to this.
There is a sense that the hub is empire building, and competing with local service providers in the process. The community would benefit if the hub's role would remain as a backbone support role rather than it seeking to promote itself.
We have started to address the need for board training and development.
More TA, more consistent commitment to HUB success.
It would be helpful if the ELD could focus on eliminating barriers for Hubs to do the work in their regions. I've been made aware of very short timeline for grants, reports, etc. that seem to halt the work in the region while MPPELH staff need to scramble to fulfill a specific request. There are also times when, as a Hub Board, we are unaware that ELD staff are visiting our region (Hub staff also being unaware). Giving us a heads up would be appreciated unless the intention is to visit with out notice. Finally, I think it's critical for the ELD to provide leadership on developing a quality longitudinal data system so we can track our early learning children and better understand their progress through 3rd grade. Having SSID numbers for all early learning students would be a big help!
I am a new board member I am still learning about how the structure supports the commitment I have seen as a community partner. Having said that, most public institutions in Oregon would benefit from support on implementing an Equity Lens, similar to that implemented by the Oregon Board of Education.
I'm new on the board so I don't feel like I have enough specific information to answer this question.
Consistent board member involvement.
Ability to track impact on children and families over time. One integrated data management system.



**(5) How do your Council members manage any potential conflicts of interest you may have in the multiple roles you play in your community? What policies are in place, and what do Council members practice to delineate these roles? (Governance Members only)**

This is being worked on currently with an outside consultant.
It has been tough to delineate. I see the HUB as a back bone agency. As community needs arise, I see the HUB board partnering more with the early childhood professionals and agencies to meet this need. The backbone agency can't get bigger than the agencies in the community to provide the services. But rather partner together to help that agency gain access to the funds to provide the work, then have the matrix/outcomes go the HUB to be reported. Lisa is a high functioning and high performing ED and has great strength in accessing funding, but I'm not sure if that's the role of the HUB (if it's a backbone organization). I'm excited to learn more about my role as a board member and the role of the HUB.
I have seen "conflict of interest" used to dismiss opinions and expertise of members who in no way benefit personally from these programs, while at the same time I have questions as to whether there may be some serious conflict of interest issues that are being ignored. We need much more serious financial and legal oversight at the Board level - where no actual conflicts of interest or personal relationships are in play.
This is currently being addressed.
This is an area of some work but am pleased with our Hubs ability to continue to have the hard transparent discussions.
Please see my response to Question #11 above.
I am still learning about how my Hub's structure supports the commitment I have seen as a community partner. This is an area about which I need to learn more in terms of practice.
Disclosure of conflicts of interest and potential conflicts of interest policies are in place and used.
I'm new on the board so I don't feel like I have enough specific information to answer this question.
We have been having many discussions about this issue. There are policies in place that we will continue to review and revise.
The Marion Polk Early Learning Hub has appropriate "Conflict of Interest" policies in place. The Executive Council routinely reviews Governance Performance and makes plans for improving practice.