

## 2023-2024 Quality Improvement Plan

Bethany Busy Bee Early Learning Center partners with parents to provide the highest quality care and education the children and families deserve. We take families' input whether verbal, on School Surveys, and from the "Comments Box" as a tool to plan improvements for each school year.

1. Based on the Strengthening Families self-assessment of 8/28/23 provided by ELCC 1.7
  - a. Program staff will ensure that all families, regardless of family structure; socioeconomic, racial, religious and cultural backgrounds; gender; sexual orientation; abilities; or preferred language are included in all aspects of the program, including volunteer opportunities. **Action Plan:** 1.7.3 The program regularly gathers information about family interests, beliefs and expectations, including those relating to the child's culture and language development, and seeks to partner with families in incorporating those features into the program activities and structure. For the Chinese New Year in January 2024, we invited all of our families to celebrate the holiday with traditional Chinese dances, songs, crafts and food to share with our Busy Bee families. In April and May we will be learning about the countries of Ghana, Haiti and South Africa, as well as their traditional family structure. These studies represent the family cultures involved at Bethany Busy Bee.
  - b. As a part of staff orientation and ongoing staff development, program staff will regularly have opportunities to develop skills and knowledge to work effectively with diverse families. **Action Plan:** 1.9.3 Inviting partner organizations to provide a workshop for staff on working with diverse families. Staff development may include: partnering with North Littleton Promise, a great resource that seeks to be culturally sensitive through relationship building. They have helped other ministries grow in this area. Some staff collaborated with NLP on December 10, 2023 for an event named "Las Posadas". In April of 2024 we will invite NLP to share how to work with a cultural diverse population as a workshop for all staff at Bethany Busy Bee. In the summer we support NLP with various volunteer programs including summer school, VBS and Back to School festivals.
2. Based on the family 2022-2023 Annual School Survey.
  - a. **In response to parent requests to make improvements on school security:** New classroom door locks with the capacity to lock the door manually from the inside were installed at a cost of \$900 each. We purchased walkie talkies for staff communication within the building, as a back up in case of an emergency when there is no internet connection.
  - b. **In response to making drop off possible before 9am:** Program hours were changed from 9a-12p to 8:45am to 11:45pm to 1:45pm. This change in hours of operation assists families who need an earlier drop off to assist with drop offs for other siblings at neighboring schools. This also qualified us to offer UPK to 4 year old children, which assists families with preschool tuition costs.
  - c. **In response to parent requests for families to have more input in program decisions:** We invited more families to participate as parent representatives with the Busy Bee Governance Team Monthly Meetings.
  - d. **In response to parent requests for a Room Parent to help teachers with volunteers needs:** During the fall parent orientation, there was a presentation about embracing Room Parents for this school year. People that were interested responded and became room parents. This has always been an option stated in the parent handbook, however we purposefully promoted it this year and signed parents up. A board member took the initiative to package note cards and pens and a gift card to facilitate getting the moms together for better support.
3. **Based on the fall family survey 2023, we have responded to parent requests for better communication, following the implementation of Procure in August 2023 and attempting to use one app for all school needs.** We stopped using Procure for communication and electronic check in and check out after Fall break and parent teacher conferences. We went back to our previous method of communication and check in and check out after Fall Break.
4. **Playground Quality Improvement:**
  - a. We increased opportunities for gross motor play by building a 30' traverse climbing wall for all children's gross motor development in the gym in September 2023.
  - b. Health and safety on our playground was improved for all children with the purchase of bike safety helmets for both toddlers and preschoolers to use on all wheeled toys in February 2024.
5. **Based on the Trauma- Informed Organizational Self- Assessment our program will support staff development through training and education on Trauma informed practices.** Staff at all levels of the program receive training and education on the following topic: Creating Safe Places, trauma informed practices in early childhood settings; what trauma stress is, how it can affect people of all ages and backgrounds and how using trauma informed practices can support healing and resiliency.
6. **Bethany Busy Bee is recognized by Healthy Child Care Colorado as "Breastfeeding Friendly" on September 1, 2023.** We provide a clean, private Nursing Room to allow moms nurse while on our premises. We provide toys and books that show breastfeeding children and nursing animals in our breastfeeding space for families. We encourage and promote breastfeeding to families and staff due to the many benefits of breastfeeding.
7. **Based on the Trauma-Informed Organizational Self- Assessment our program will offer services and trauma specific interventions.** We have a clinician with expertise in trauma and trauma-related interventions (on-staff and available for regular consultation). We will continue to offer educational training for families and staff on "Anxiety and Attachment Issues" along with topics on "I love you enough to say No", "Love & Logic", "The Power of Story", "Stranger Danger", and "Body Safety" during our Lunch and Learn Program. Our clinician provides further support to families and staff who attend the training and/or anyone who requests his assistance and intervention through consultation.