

## Programmatic Services Overview

- 1 **Coaching Support & Resources - Smart Start of Forsyth County (SSFC)**  
Coordination and delivery of licensed Early Childhood Education (ECE) Coaches to provide support and related resources to Lead Teachers and Teacher Assistants in the 30 model classrooms
- 2 **Retention Bonus for Teachers – SSFC**  
Incentive based payments for Pre-K Lead Teachers and Assistant Teachers that remain in a program/site on a year-to-year basis (amount aligned with the WS/FCS retention bonus)
- 3 **Salary Equity for Teachers – SSFC**  
Consistent and equitable compensation for Pre-K Teachers and Assistant Teachers within the 30-classroom model (based on credentials and years of experience) through a supplement of their current salary to attain parity with the Winston-Salem/Forsyth County Schools Salary Schedule
- 4 **Tuition Support/Scholarship Opportunities and Stipends – SSFC**  
Coordination and delivery of scholarship and tuition funding for students and professionals in the ECE field that are continuing or returning to institutions of higher learning to obtain higher professional credentials
- 5 **Family Engagement via Advocates/Specialists – Family Services**  
Trained family engagement specialists designated within the cohort classrooms in WS/FCS, NC Pre-K, and independent center classrooms to support parents and the whole family by using the evidence-based family engagement model employed by the Head Start program
- 6 **Professional Development – Child Care Resource Center**  
Structured professional development courses and trainings, aligned with coaching assessments, will boost teachers' skills, fidelity, and confidence in delivering high-quality care and instruction
- 7 **Translation Services – Latino Community Services**  
Translation services to support English Language Learners and their families, especially during enrollment periods and in community engagement activities across the county; assist with translation in the broader Pre-K landscape including countywide enrollment fairs and similar community-based activities
- 8 **Equity Focus Within the Pre-K System – WS/FCS**  
In association with the school district's Office of Equity and Accountability, a dedicated Pre-K resource to assess the status of equity practices across the current ECE landscape, apply an equity lens to the practices and policies within the 30-classroom cohort, as well as promote and support sustainable equity practices in Pre-K classrooms system-wide
- 9 **Integrated Data System – Forsyth Futures**  
Coordination, collection, and streamlining of data currently housed in disparate systems across various Pre-K providers; collaboration with the selected evaluator to determine methods and instruments to report outcomes aligned with the measurables specified to monitor the model program's progress as well as the teachers, centers, children and families participating in the model cohort
- 10 **Evaluation of the Model Cohort**  
RFP process to select a project evaluator, consistent with an evaluation framework that incorporates best practices and evidence-based methodologies to analyze the model cohort program's progress, as well as, the teachers, centers, children and family participants