Spark Quality Improvement (QI) Cycles
Goal Selection and Resources

There are many different sources of information that could be used to assist in choosing a meaningful, impactful goal. These include but are not limited to having an observation of your program done, using feedback from family or program staff surveys, information from child screenings or assessments, or a Spark Program Self-Assessment or Quality Improvement Plan.

Consider a goal that will have a positive impact on outcomes for children, relationships with families, program sustainability, or something else that is important to you.

The following are some ideas of goals and possible resources you could use to help choose your goal and use along the way to help achieve it. The list is not all inclusive but is intended to be a starting point.

Example Goals by Spark Domain with Resource Ideas

Domain: Learning & Development (LD)
Within this domain are two different categories

- Environments: Goals related to your programs' physical space, arrangement, materials, equipment
- Children's Development & Learning: Goals related to children's physical, social, emotional, and cognitive development

Examples of Goals	Possible Resources
• Enhancement of the outdoor environment to support physical development, opportunities to learn about the natural world, and encourage collaborative play	Have a program assessment done by a n ERS done by a specialist at The Research Institute to provide objective feedback about program practices and identify strengths and potential growth opportunities. (Free) https://oregonspark.org/observation-assessment/ Do your own pre-ERS self-assessment by subscale (3 languages) contact qrishelp@wou.edu for more information. Caring for our Children – National Health & Safety Performance Standards, Guidelines for Early Care & Education Programs (4th ed) https://nrckids.org/files/CFOC4%20pdf-%20FINAL.pdf Look through learning environment ideas and planning guides from different educational supply companies. Here' a few (does not imply
• Authentic representation and inclusion of the cultures and languages of families and the community through materials, displays, and furnishings	
• Supporting child-child and adult-child relationships through intentional environmental arrangements and materials	
• Environmental changes to support children with developmental needs (such as room arrangements and furnishings to accommodate children with mobility needs, noise reduction or other adaptations for children with sensory stimulation challenges, etc.)	

Examples of Goals	Possible Resources
• Implement positive guidance strategies to effectively address challenging behaviors • Implementation of teaching strategies that support children's higher-level thinking • Adapting the daily schedule to facilitating extended periods of child directed free play with appropriate adult supports and interactions (this will support higher scores in multiple areas of the ERS) • Implement developmental screenings (such as ASQ) and utilize the information to meet the individual developmental needs of each child in the program • Utilize supports such as mental health consultation, early intervention services, and other available resources to implement highly individualized teaching practices • Choose your own goal	endorsement or any company) Kaplan: https://kaplanco.com Lakeshore: https://lakeshorelearning.com Discount School Supply: https://discountschoolsupply.com Early Learning Resources at zerotothree.org https://www.zerotothree.org/resources/?search=&issue_area=early-learning Positive Behavior Supports at PBIS.org https://www.pbis.org/topics/early-childhood-pbis Find out about the ASQ Ages and Stages screening at https://agesandstages.com Contact your QIS at your local CCR&R or QRISHelp@wou.edu if you need assistance finding resources.

Domain: Health & Safety (HS)
Goals related to improving children's physical development and safety

Examples of Goals	Possible Resources
• Environmental changes to support child safety such as adding gates, cameras, secure building access, emergency preparedness, etc. • Implement a nutrition program and physical activity program for obesity prevention • Implement an oral health program to reduce childhood tooth decay • Review or implement an emergency preparedness program to be prepared for natural disasters • Choose your own goal	CDC Safety Health & Injury Prevention: https://www.cdc.gov/earlycare/safety/index.html CDC Children's Dental Health: https://www.cdc.gov/oralhealth/publications/features/childrens-dental-health.html CDC Children's Oral Health: https://www.cdc.gov/oralhealth/basics/childrens-oral-health/index.html CDC Emergency Preparedness: https://www.cdc.gov/earlycare/emergency-preparedness/index.html Contact your QIS at your local CCR&R or QRISHelp@wou.edu if you need assistance finding resources.

Domain: Personnel Qualifications (PQ) Goals related to improving the skills of personnel who work with children	
Examples of Goals	**Possible Resources**
• Have personnel participate in professional development to implement positive guidance strategies to effectively address challenging behaviors, equity & inclusion, or other program goal	Resources on Managing Challenging Behavior at oregonqrisresources.org: https://www.oregonqrisresources.org/in-the-classroom/managing-challenging-issues/managing-challenging-behavior/ Managing challenging behavior https://www.pbis.org/topics/early-childhood-pbis https://www.pdx.edu/education-career-development/ Contact your QIS at your local CCR&R or QRISHelp@wou.edu if you need assistance finding resources.
• Support staff receiving additional education and training by either offering or providing resources	
• Implement policies to review staff qualifications and training on an annual basis and insure each staff person has a professional development plan	
• Choose your own goal	

Domain: Family Partnerships (FP) Goals related to welcoming, including, and offering opportunities for continued engagement to all families in the program.	
Examples of Goals	**Possible Resources**
• Develop or update a Family Handbook to effectively communicate policies, procedures, and program philosophy to families	Find handbook templates and policies and other administrative tools at OregonQRISResources.org. https://www.oregonqrisresources.org/engaging-families/admin-tools/ Information on implementing a Family Survey and utilizing feedback can be found at OregonQRISResources.org. https://www.oregonqrisresources.org/engaging-families/admin-tools/family-survey/ (free membership and log-in required) Contact your QIS at your local CCR&R or QRISHelp@wou.edu if you need assistance finding resources.
• Create and facilitate opportunities for family engagement in program activities throughout the program year which could include opportunities for families to share their cultures and traditions, lead or participate in activities with children, participate in family activities, parent meetings, or advisory groups.	
• Establish avenues for ongoing feedback and communication with families (including plans to review and implement feedback) which accommodates each families' communication needs, preferences, and language.	
• Choose your own goal	

Domain: Administration & Business Practices (AB) Goals related to financial management & program administration to ensure long-term financial stability and support hiring and retaining high-quality personnel

Examples of Goals	Possible Resources
• Evaluate current business practices and implement policies and procedures to ensure enrollment goals and tuition rates support program sustainability and growth	Financial Management Toolkits are available at Opportunities Exchange https://www.oppex.org/financial-management-toolkits Connect with Shared Services/Business Leadership Initiatives in Oregon https://www.oppex.org/shared-services/business-leadership-initiatives-1 Contact your QIS at your local CCR&R or QRISHelp@wou.edu if you need assistance finding resources.
• Create and implement a system for annual employee professional development and evaluation	
• Develop or update a comprehensive Employee Handbook to ensure policies are communicated effectively to employees	
• Collect input and feedback from staff regarding workplace satisfaction and individual wellness and use information to support employee satisfaction and retention	
• Choose your own goal	