Rev. 2025

Spark Quality Improvement (QI) Cycles
Goal Selection and Resources

Here are some examples of goals along with potential resources to help you select and achieve them. These examples and resources serve as a starting point and do not represent all available options.

To identify a meaningful goal, consider various sources of information, such as program observations, feedback from family surveys, or insights from child screenings and assessments. If you are working on completing a Spark portfolio, you can also use the portfolio or the portfolio self-assessments in any of the domains for ideas.

Your chosen goal should contribute to improving overall program quality, enhancing outcomes for children, supporting program sustainability, or addressing another key priority within your program.

If any resources are unavailable in the language you need, please reach out to your **Quality Improvement Specialist (QIS)** or contact the **Spark Helpline** for support.

Goal Examples by Spark Domain with Resource Ideas

Domain: Learning & Development (LD)
Goals related to providing high-quality, developmentally appropriate experiences that support each child's growth and learning.

Goal Examples	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/ 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 Positive Behavior Supports at PBIS.org https://www.pbis.org/topics/early-childhood-pbis
• 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.)	

Goal Examples	Possible Resources
• Implement positive guidance strategies to effectively address challenging behaviors	Get ideas about changing the learning environment to meet a variety of goals. Here's few companies that offer free planning guides. (does not imply endorsement of 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 Find out about the ASQ Ages and Stages screening at https://agesandstages.com Contact your QIS at your local CCR&R or oregonspark@wou.edu if you need assistance finding resources.
• 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	

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

Goal Examples	Possible Resources
• Make environmental changes to support child safety such as adding gates, cameras, secure building access, emergency preparedness, etc.	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 oregonspark@wou.edu if you need assistance finding resources.
• 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	

Domain: Personnel Qualifications (PQ) Goals related to improving the skills of personnel who work with children	
Goal Examples	**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 the Oregon Early Learning Resource Platform – https://www.oregonearlylearningresources.org/in-the-classroom/managing-challenging-issues/managing-challenging-behavior/ https://www.pbis.org/topics/early-childhood-pbis https://www.pdx.edu/education-career-development/ Access FREE training to enhance social-emotional development in young children using the ePyramid Modules (in English & Spanish) https://health.oregonstate.edu/elsi/oregon-inclusion-initiative Contact your QIS at your local CCR&R or oregonspark@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.	
Goal Examples	**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 the Oregon Early Learning Resource Platform –: https://www.oregongrisresources.org/engaging-families/admin-tools/ Information on implementing a Family Survey and utilizing feedback can be found at the Oregon Early Learning Resource Platform –: https://www.oregonearlylearningresources.org/engaging-families/admin-tools/family-survey/ (free membership and log-in required) Contact your QIS at your local CCR&R or oregonspark@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	
Goal Examples	**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 Family and employee handbook and policy templates that are fully customizable are available at the Oregon Early Learning Resource Platform: www.oregonearlylearningresources.org 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 oregonspark@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	