

KPATA Action Plan (Board approved 5/23)

July - June 2024

Goal One: Create an equitable system of service provision for all Kansas families			
Action Item	Who Completes	Due Date	How do we know it's done?
Identify gaps and capacity in the number of slots and create service delivery map(s) showing slots by population.	State HV Leadership Team Greenbush/KU Interim ED KPATA Board	July 2023	Map showing the percentage of slots filled calculated from county birth rate and number of filled slots. (Potential Capacity) Map showing the percentage of slots filled of slots available. (Current Capacity) Janet/KSDE will provide data for mapping. Heat map is completed, either by KU or by Greenbush Data Team. KPATA Board together with KSDE determines priority areas
Identify cost per child/family based on varied levels of service.	Executive Director	Sept 2023	The Executive Director will recommend average cost per child/family (tiered or not tiered as appropriate) to the Board. Facts: PAT National Center says the average cost is \$3,500. Family First rate is \$35/hour, which emphasizes the higher-need indicators/tiers.
Identify and communicate top three priorities of the Board for 23-24.	KPATA Board	August 2023 (After heat mapping is completed.)	Board identifies and makes a motion to solidify the top three priorities for 2023.
Participate in statewide workgroups to determine the future of home visiting and early childhood	Executive Director/Program Director/Affiliate Coordinator	Through 2023	KPATA participate in workgroups Active participation in EC Home Visiting Work Group, Governor's Task Force on Early Childhood Reorganization

programming for the state.			
Identify the amount and location of increased support needed.	Executive Director/ Advocacy Committee/ HV Leadership Team	Oct 2023	Team will determine if other home visiting programs count toward capacity. Amount and location of increased support identified and presented to the Board.
Board action on specific steps to increase equity. (all families have equal access across state to HV services)	Board	Spring 2024 and ongoing	Taking all of the previous action steps into consideration, the Board determines specific steps to increase equity throughout the State of Kansas. Steps will include a list of potential funding sources and role of Board/staff in identification of potential funding sources and advocacy activities.
Identify funding sources specific to equity efforts.	Board/Finance Committee	Spring 2024	Funding allocation estimated and assigned to action steps the Board will take to increase equity throughout the State of Kansas. A list identifying specific steps, roles of Board/staff, and estimated funding needed presented to the Board.
Advocate for coordinated home visiting options for Kansas families with PAT as a foundational participant/choice.	Partnership for Early Success, Executive Director and Advocacy Committee	Throughout 2023-24	Board/staff identify and participate in advocacy activities. A written plan for meeting advocacy goals, including specific events is completed by January 2024. Plan is presented to the Board.
Review internal capacity for grant writing and identify action steps to address.	KPATA staff	Fall/Winter 2023-24	The Executive Director analyzes staff capacity with staff input. A written plan that quantifies current capacity, desired capacity, and has action steps to bridge the gap is completed by April 2024. Plan is presented to the Board.
Research fiscal and programmatic capacity for expanding KPATA staff leadership.	Executive Director/ Personnel committee	July 2023	The Executive Director analyzes administrative capacity.

			A written plan that quantifies current capacity, desired capacity, and has action steps to bridge the gap is completed by July 2023. Plan is presented to the Board.
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Goal Two: Enhance and expand fiscal and programmatic support to affiliates.			
Action Item	Who Completes	Due Date	How do we know it's done?
Maintain professional development opportunities for affiliates.	Training and Education Committee/Quality Implementation Director	Throughout 2023-24	Professional development is advertised and rosters of attendance are maintained.
Create professional development opportunities for leadership in affiliates using survey data.	Training and Education Committee/Quality Implementation Director	Beginning April 2023-July 2023	<p>Survey is developed for distribution to affiliates in April 2023. (Greenbush can assist if requested.)</p> <p>Survey is distributed in May 2023.</p> <p>KPATA Training and Education Committee and Quality Implementation Director analyze the survey and identify the priorities in June 2023.</p> <p>A written plan with training priorities, staff and board assignment, and implementation calendar is presented to the board in July 2023.</p>
Provide quarterly updates to Board regarding the status of PAT affiliates regarding fidelity to programming.	Executive Director	Quarterly	The Executive Director updates the Board on the programs identified by KSDE as needing improvement. (Task of the Family First Grant.)
Provide active presence at the state level on behalf of the affiliates.	Executive Director/ Advocacy Committee	June 2023 and throughout 2023	<p>The Executive Director identifies and participates in advocacy activities.</p> <p>A written plan for meeting advocacy goals, including specific events is completed by March 2023. Plan is presented to the Board.</p>

Goal Two: Enhance and expand fiscal and programmatic support to affiliates.

			(This could be combined with advocacy efforts identified in the previous goal: Advocate for coordinated home visiting options for Kansas families with PAT as a foundational participant/choice.)
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Goal Three: Review Board structure and function.

Action Item	Who Completes	Due Date	How do we know it's done?
Review current status and take action on potential changes to board structure/geographic representation if necessary.	Executive Director/Board President-Current -Past-Elect	April 2023 - May 2023	Written recommendations to Board, if any, regarding modifications to structure/geographic representation. If no restructuring is needed, reasoning will be presented to the Board in writing.
Design a plan for board recruitment (ex. financial expert).	Executive Director/Board President-Current -Past-Elect -MNG Committee	Summer 2023	A written plan for meeting board recruitment goals, including modes, person(s) responsible, and timeline.
Review Policy 109 (operational policy) and take action if necessary.	Executive Director/Board President-Current -Past-Elect	February 2023-May 2023	Identify a specialist (Board member/KPATA staff/ or other professional) who understands 501c3 board structure and can provide professional development to the Board in February 2023. Provide specific professional development to the Board regarding the differences between an oversight vs. working board in April 2023. Review Policy 109 and make recommendations to revise operational policy in May 2023. Board takes action via a motion on revisions, if any, in May 2023.
Communicate Board action to the affiliate level.	Executive Director/Board President-Current -Past-Elect	Summer 2023	A written plan for meeting affiliate communication goals, including specific content, modes, person(s) responsible, and timeline is completed by Summer 2023.

	-Regional Directors		Plan is presented to the Board by September 2023
Formalize workflow regarding communication between the board and the staff.	Executive Director/Board President Bylaws, Policy and Procedures committee	Sept 2023	The Executive Director and Board President will meet to discuss current and desired workflow for communication. The Executive Director and Board President will present the desired workflow to the Board via a written document.