



CAMBRIDGE
PUBLIC SCHOOLS

Birth to 3rd Grade Partnership

Mission:

The mission of the Birth to 3rd Grade Partnership is to **connect** the Cambridge early childhood ecosystem; **align** early childhood services and information; and **advocate** for and **advance** the needs of all young children, their families, and the early childhood workforce.

Vision:

Every child and family in Cambridge has access to high quality early care and education experiences. As a result, all children enter school ready to thrive academically, physically, socially, and emotionally, and continue to do so through third grade and beyond.

History of the Birth to 3rd Grade Partnership

B3 was created in 2016 in response to a city appointed task force's inquiry asking:

How can we best support our youngest citizens in Cambridge?

The study highlighted areas to support:

- **program quality**
- **program access**
- **child health/mental health**
- **family engagement**

What We Do...

**Preschool
Scholarships
& Family
Engagement**

**Workforce
Development**

**Early
Childhood
Advocacy &
Systems Work**

**Program
Quality/
Coaching &
Mentoring**

**School
Readiness/
Kindergarten
Transition**

Our Team



Dr. Lisa Grant
Executive
Director



Danielle Pazos
Program Quality
Manager



Liz Barlock
School Readiness
Manager



Emily Callejas
Professional
Development
Specialist



Allen Kesten
Scholarship
Specialist



Dawn Grassi
Administrative Assistant



Megan Postal
Home Visiting
Consultant



Our Team

Katharyn Hok, Lead Education Coach

Education Coaches

Director

Mentors

Family Child Care

Coaches

**New Role! UPK Project
Manager**

Workforce Development

Entry-Level Educators

- Coaching for educators at CQIP sites
- Paid practicum experiences for high school students at one of our CQIP sites
- Paid CDA training w/paid practicum experience & coaching at CQIP site
- Paid college coursework for any Cambridge EC educator
- Professional Learning Communities

Experienced Educators

- Coaching for educators at CQIP sites
- Paid college coursework for any Cambridge EC educator
- Communities of Practice for teachers in CQIP sites
- Professional Learning Communities for Infant/Toddler Educators, Preschool Educators, & Home Visitors
- A variety of workshops - many of which include stipends and materials

Education Leaders

- Mentoring for leaders at CQIP sites
- City-wide directors group
- Communities of Practice for Leaders at CQIP sites (one for Directors, one for Assistant Directors, and one for Family Child Care Providers)
- Paid college coursework for any Cambridge EC leader

Workforce Development...In Development

Entry-Level Educators

- New educator orientation models (in development)

Experienced Educators

- Degree completion program and "place-based" credit for learning opportunities
- Stipend for most/all workshops
- Cross-collaborative Community of Practice (with school-based and community-based teachers together)

Education Leaders

- Community of Practice for Pedagogical Leaders/Coaches
- Advanced college coursework and/or credentialing for education leaders

Systems

- Investment in new business development & growth through Office of Economic Development

Workforce Development...Other Components

Research

- Cambridge Early Childhood Pulse Survey in partnership with Harvard University
- Ongoing evaluation with support of Institute of Community Health

Policy

- Alignment with state and national requirements & frameworks
- Creation of new policy provides opportunity to better support workforce (for example, UPK)

Advocacy

- Share our work with other communities
- Provide platform for educator voice
- Elevate issues on behalf of our community

Thank you!

**For more information about the
Birth to 3rd Grade Partnership:**

Lisa Grant, Ed.D., Executive Director

lgrant@cpsd.us

617.349.6554

www.cpsd.us/b3