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
<table>
<thead>
<tr>
<th>Entry-Level Educators</th>
<th>Experienced Educators</th>
<th>Education Leaders</th>
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</thead>
<tbody>
<tr>
<td>• Coaching for educators at CQIP sites</td>
<td>• Coaching for educators at CQIP sites</td>
<td>• Mentoring for leaders at CQIP sites</td>
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<tr>
<td>• Paid practicum experiences for high school students at one of our CQIP sites</td>
<td>• Paid college coursework for any Cambridge EC educator</td>
<td>• City-wide directors group</td>
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<td>• Paid CDA training w/paid practicum experience &amp; coaching at CQIP site</td>
<td>• Communities of Practice for teachers in CQIP sites</td>
<td>• Communities of Practice for Leaders at CQIP sites (one for Directors, one for Assistant Directors, and one for Family Child Care Providers)</td>
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<tr>
<td>• Paid college coursework for any Cambridge EC educator</td>
<td>• Professional Learning Communities for Infant/Toddler Educators, Preschool Educators, &amp; Home Visitors</td>
<td>• Paid college coursework for any Cambridge EC leader</td>
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<tr>
<td>• Professional Learning Communities</td>
<td>• A variety of workshops - many of which include stipends and materials</td>
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**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.cbsd.us/b3