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The First Five Years Count The Most



Understanding the
Social and Emotional Needs
of Infants, Toddlers and
Young Children



Developing and Implementing AlaScene: A Cross-Agency CLC Learning Community

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WHY A PROFESSIONAL LEARNING COMMUNITY (PLC)

Provides a self-created collaborative community culture for engaging professionals in learning that supports improved outcomes through

- Supporting one another's strengths
- Expanded pool of ideas, materials, and strategies
- Testing new ideas
- Intentional supports for new professionals
- Increased confidence among all staff
- Higher quality solutions to problems
- Building capacity around common concerns



IMPLEMENTATION TIMELINE

- April 2012 ---- AlaScene Learning Group (PLC) conceived
- May 2012 ---- AlaScene Core Leadership Team confirmed (*This group meets at the conclusion of each AlaScene Meeting to responsively plan the next month's agenda*)
- June 2012 -- August 2012 ---- Defined and assigned discrete tasks to be completed (*i.e., identify community organizations participants to personally invite, PLC purpose refined, meeting location, time, resource audit, etc.*)
- September 2012 ---- Discrete tasks completed
- October 2012 ---- Core leadership team planning mtg. (*PLC members confirmed & meeting agenda*)
- November 2012 ---- Initial AlaScene meeting held
- January 2013 -- May 2013 AlaScene meetings held
- May/June 2013 ---- Member evaluation survey developed & distributed
- July 2013 -- September 2013 ---- review evaluation data & determine next steps

GETTING STARTED...

- Garner system of care leadership support
- Establish consistent AlaScene Core Leadership Team with shared decision making
 - Develop learning community purpose
 - Identify the best meeting time/day (We chose 8:30 am-10:00 am on the 1st Wednesday of the month)
 - Identify time for planning and analysis
 - Leverage **FREE** professional development opportunities & internal/external resources
 - If needed, training in the skills required to facilitate collaborative work
- Identify & invite external organizations that desire to provide culturally responsive customer service
- Establish collaborative responsibility for group norms
- Create a shared professional practice that focuses on collective outcomes
- Nurture collaboration & collective options
- Recognize and celebrate short-term and long-term achievements
- Adjust to cultural environmental changes

PLC ACTIVITIES INCLUDED...

- Workforce Development (*Teaching and Learning*)
 - Attended external professional development offerings (AHEC, School District, SOC)
 - Provided FaithAction International House Serving Latinos Training
 - Peer presentations traditional and demonstrations (*Life Course Game*)
 - Practice real world application
 - Department of Social Service Food & Nutrition Services application simulation
 - Discussion groups on cultural differences, holiday celebrations, policies that impact culturally responsive services
- Additional Suggested Activities Include:
 - Book study
 - Mock program intake interviews
 - Poverty simulation
 - Additional professional opportunities
 - Member led community informational sessions (target audience: young parents, grandparents raising grandchildren, Hispanic parents, first time individuals experiencing economic downturn, parents raising children with social-emotional concerns, etc.)



EVALUATION RESULTS

- Decreased feelings of isolation
- Increased satisfaction and higher morale
- Renewed commitment to making significant and lasting changes
- Increased likelihood of being cultural ambassadors for systemic change
- Increased meaning and understanding of the complexity of diversity and the role it plays in helping consumers and systems achieve desired outcomes
- Higher likelihood PLC members will be better informed and professionally inspired to provide culturally responsive services



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