

KidsSM

Before and After School



My First Six Months

"I wanted to take a second to tell you that the team you have assembled for Cougar Valley has been OUTSTANDING. My boys crave activity and genuine interaction and are receiving it ten fold. They have turned down different camp activities this summer so that they can be at Cougar Valley. Nice work on putting together such an effective team!" - Daniels Family

Quarter 1 2018

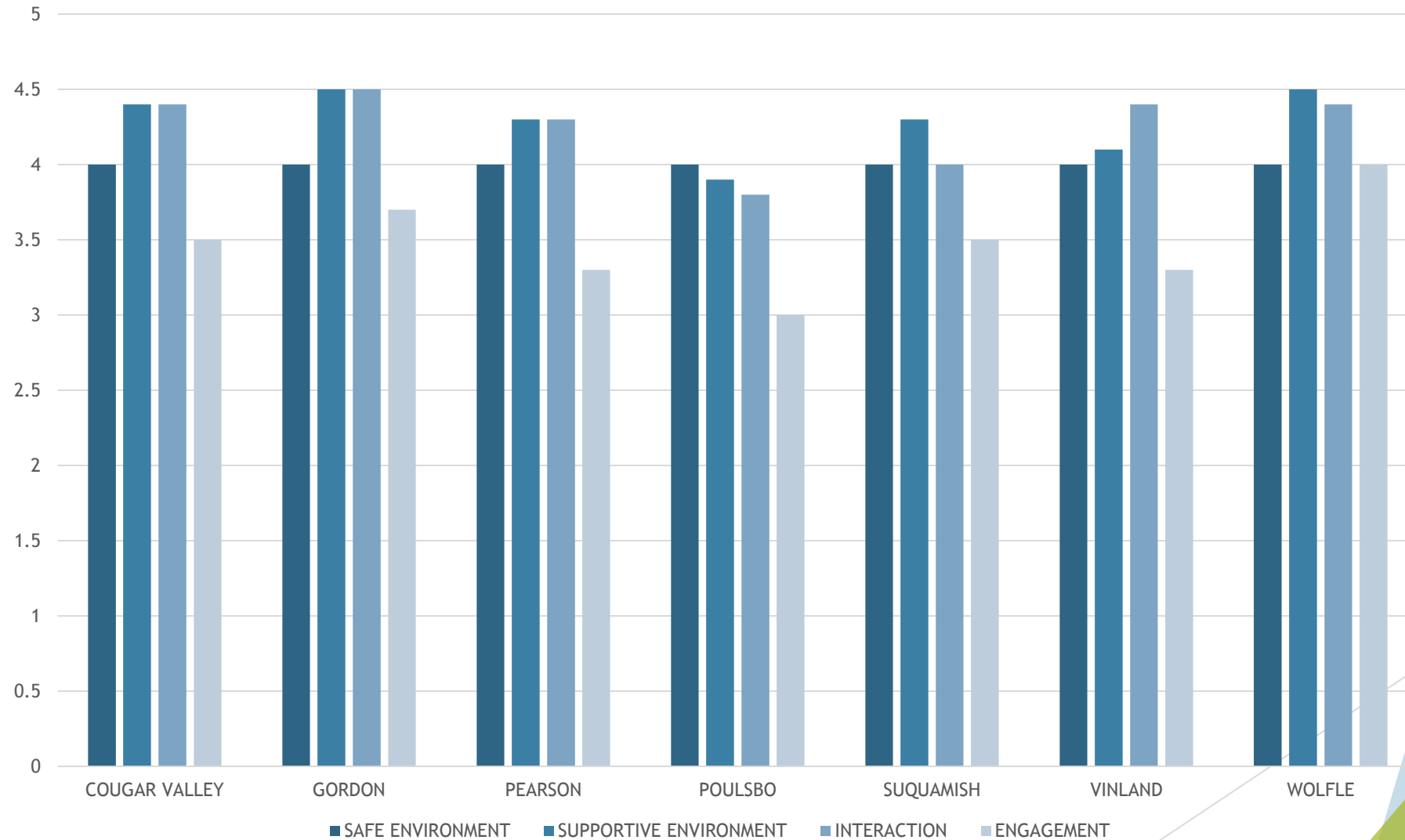
- ▶ Determined staffing needs and launched a new recruiting system.
- ▶ Met with Tim Garrison, NKSD Director of Curriculum and Instruction, to determine needs.
- ▶ Commenced curriculum development training with Patty Page.
- ▶ Conducted 46 site visits to:
 - ▶ Assess program strengths and opportunities
 - ▶ Define the needs of our team and stakeholders
 - ▶ Ensure appropriate curriculum alignment
 - ▶ Evaluate our team's understanding of their schools PBIS
 - ▶ Confirm DEL compliance
- ▶ Met with Principals to build relationships and discuss experience with our program.
- ▶ Edited enrollment packet to give our the team the ability to discuss behavioral issues with school faculty.
- ▶ Attended PQA training and conducted site evaluations.

School-Age Program Quality Assessment (PQA)

- ▶ Assessment tool for best practices for any school-age program
 - ▶ Measures program quality through the lens of youth engagement
 - ▶ Experience tested approach
 - ▶ Research Based Rubrics
- ▶ Domains
 - ▶ Safe Environment
 - ▶ Supportive Environment
 - ▶ Interaction
 - ▶ Engagement
- ▶ Scale
 - ▶ 1-5

PQA Results

Q1 2018 PQA OVERALL RESULTS



Quarter 2 2018

- ▶ Met with Tim Garrison
 - ▶ Pleased with program progress
 - ▶ Determined to meet annually, versus quarterly, going forward
 - ▶ Per his request, wrote contract to include a 2-year term and exclusivity agreement
- ▶ Created curriculum development program based on
 - ▶ Patty Page's recommendations
 - ▶ Schools Out Washington's standards
 - ▶ PQA results
- ▶ Built relationships with community members and discussed partnership opportunities
- ▶ Initiated expansion discussions with Central Kitsap School District
- ▶ Conducted a market study which resulted in a price increase for Summer
- ▶ Parent Survey

Parent Survey Results

- ▶ Scale: 1-4
- ▶ Success!
 - ▶ Overall Staff Quality: 3.6
 - ▶ Opportunities for Structured Play: 3.6
 - ▶ Cleanliness: 3.5
 - ▶ Overall Program: 3.4
- ▶ Opportunities
 - ▶ Planned Learning Activities: 3.0
 - ▶ Discipline Practices: 2.7
 - ▶ Written Information about Program or Activities: 2.4
 - ▶ 20 Parents were unaware we offered Homework Help

MMKIDS Daily Average Census History 6 Year Look Back

2013	2014	2015	2016	2017	2018
129	128	151	164	165	174

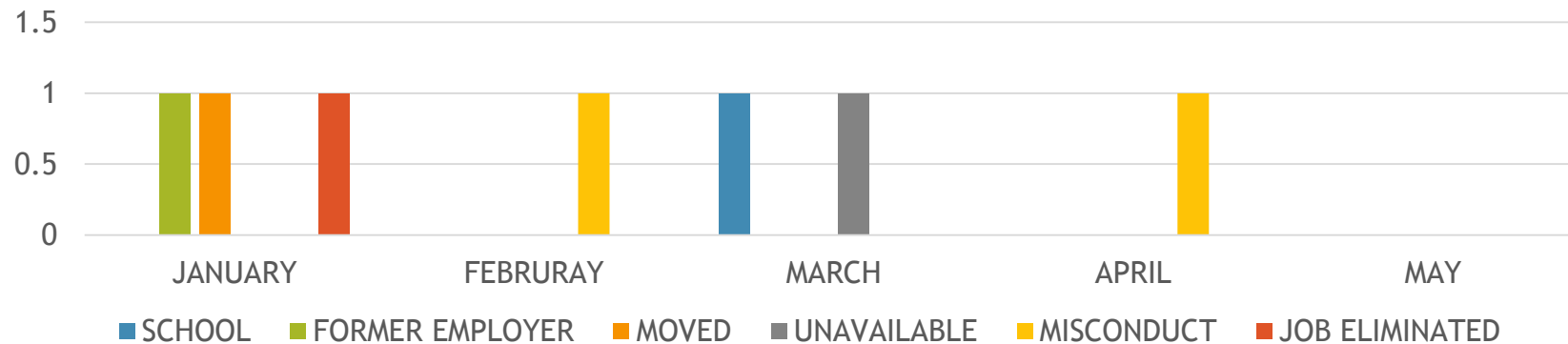
DSHS Children Served

2017 Average Count	2017 Average DSHS Percentage Served
52 Children	45%
2018 Average Count	2018 Average DSHS Percentage Served
37 Children	34%

Recruiting and Retention

- ▶ Revised all employment advertisements
- ▶ Asked all team members how they heard of the position to determine which advertising sites gave us the best ROI
- ▶ Assessed current hiring process and made appropriate adjustments
- ▶ Involved in the interview process for all leadership positions
- ▶ Rolled out personal development plans to build a bench

TERMINATION REASONS



Going Forward

- ▶ Fall and Winter curriculum completed and continue building curriculum library
- ▶ ALICE team training
- ▶ Behavioral issue training
- ▶ Finalize the following systems:
 - ▶ Onboarding
 - ▶ Program messaging
 - ▶ Purchasing
- ▶ Conduct market research on community prices and anticipate Fall increase
- ▶ Convince CKSD to partner exclusively with us for all elementary schools