Developing a Local Developmental Pathway for Change

What is a Developmental Pathway for Change?

A Developmental Pathway for Change is a visual description of your community’s shared vision. The Pathway includes:

- Overall Impact targeted by your efforts as outlined in your community’s vision.
- Core Milestones indicating children and families are on the successful trajectory towards this Impact.
- Key programs or supports offered by your community to promote these Milestones

Why is it useful to have a Developmental Pathway for Change?

A Developmental Pathway can:

- Serve as a shared vision for community partners
- Guide resource allocations
- Inform opportunities for cross-sector work
- Clarify key benchmarks and areas for intervention
- Foster shared accountability
What does a Developmental Pathway for Change look like?

**Long Term Milestone Outcomes**
Represent current conditions related to long-term outcomes leading to the targeted Impact over time. Includes population-level data like % healthy births, % child abuse, and % kids.

**Intermediate Early Success Outcomes**
Represent current conditions related to short or intermediate outcomes that can be accomplished by change efforts to show progress towards the Milestones and Impact. Includes program-level data like % families reading to their child and % children engaged in quality early learning experiences.

**Service Continuum**
Represent available services and programs targeting outcomes along the Developmental Pathway. Can include data on reach and effectiveness.

**Overall Impact**
Represents current conditions related to overall population-level impact or aim of the change effort.

27% Children Not Reaching Benchmarks
- 62% parents not knowledgeable about child development
- 30% weak parent-child bonding
- 15% children experiencing abuse and neglect

18% Childhood Obesity
- 37% families not engaging in healthy eating and exercise behaviors

40% Low Early Literacy
- 60% parents not reading to child every day

55% Children Not Entering School Ready
- 25% children not engaging in quality learning experiences

**Pregnancy**

**Early Intervention**
- Nurse Family Partnership
  - Reach: 7.2% of mothers
- Birth – 2 Early Intervention
  - Reach: 25% of 0-2 year olds

**Parenting Supports**
- Parents as Teachers
  - Reach: 5% of 2-3 year olds
- Triple P
  - Reach: 12% of 2-3 year olds

**Accessible Health Care & Supports**
- Well-Child Visits
  - Reach: 85% of children enrolled in Medicaid

**Early Literacy Supports**
- Mother Read
  - Reach: 1% 3-4 year old children
- Reach out & Read
  - Reach: 76% 3-4 year old children

**Quality Early Education**
- Quality Preschool
  - 48% of facilities 4 or 5 star rating
  - Reach: 51% of 4 year old children

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How do you create a Developmental Pathway for Change?

Step 1: Determine your KEY PRIORITIES along the Pathway.

**Overall Impact.** Create a concrete description of what your overall impact or aim would look like – this will become the last child family impact on the right in your developmental pathway. Engage diverse stakeholders in understanding this problem by asking questions like:

- **DEFINITION:** What does it look like for a child to be...healthy, ready for school, succeeding by 3rd grade, etc.? How would you define it? How is it measured or assessed in your community or initiative? What key data points you could use to assess if a child is or is not meeting this Impact goal?

- **CURRENT STATUS:** In what ways are kids currently meeting this Impact goal (e.g., ready for school)? In what ways are they not meeting it (e.g., not ready for school)? What key data points could you use to track these over time?

- **EXISTING INEQUITIES:** What does the Impact (e.g., school readiness) look like for different groups of kids? Are there some kids who meet the Impact less often than other kids (e.g., come to school less ready than others)? Who are they? Why key data points do you have to track these inequities over time?

**Long-Term Milestone and Intermediate Early Success Outcomes toward Impact.** Given how you are defining your overall Impact – and what your current data is telling you about your progress towards this aim – what key Milestones and Early Successes should children and families develop or experience over time to ensure they reach this Impact? The following are great sources to inform these selections:

- **PRECONDITIONS:** What behaviors and skills are needed along the pathway to ensure all kids meet the Impact (e.g., are ready for school)? Given the data on your overall aim, what needs to be promoted or enhanced in families? What do we need to see in children along the pathway to ensure they meet the Impact? What do we need to see in parents?

- **RESEARCH RECOMMENDATIONS:** What does the literature suggest is needed to promote the Impact (e.g., school readiness)? See Lizbeth Schorr’s *Pathways* materials as one reference to explore. Which of these recommendations fit your context?

- **EXISTING NEEDS:** What does your current community data highlight about the experiences of kids and families? For example, what does your Kids Count data highlight, your county’s health ranking data?

- **ROOT CAUSES:** Why might kids not be reaching the Impact (e.g., not coming to school ready)? Why are some kids successfully reaching the Impact (coming to school ready)?
Instructions:

- Fill in the last dark blue circle with your child and family Impact.
- Fill in the light blue circles with child and family Long-Term Milestone Outcomes across the developmental continuum. These can reflect identified “little p’s”, current community data priorities, or developmental milestones highlighted in research. For example, full term births, children achieving developmental milestones, etc.
- Fill in the grey squares with child and family Intermediate Early Success Outcomes that will emerge from your programs and supports and will demonstrate that you are on a successful pathway towards your Impact and Long Term Milestone Outcomes. For example, moms’ adopt healthy pre-post natal behaviors, or families provide literacy experiences in the home. These early successes are the key outcomes targeted by your local programs.
Step 2: Determine services and programs in place along your Developmental Pathway

What are the priority programs, services, and supports targeting the Early Success, Milestone, and Impact outcomes along your developmental pathway for change? These priority programs represent critical investments that need to be sustained and grown because they matter in reaching your Impact (e.g., getting all kids ready for school).

Write the key Impact and Milestone outcomes from your Developmental Pathway for Change along the top of the table below. List the corresponding Early Success Outcomes underneath. Then, in the first column, list the quality programs, services, and supports currently available in the community related to this array of outcomes. For each program, indicate:

- Whether it is Targeting any of the Early Success and Impact/Milestone outcomes listed in each column by checking the box next to “Targeting”
- How Effective the program is by adding data and current experiences about the program under “Effectiveness”
- Who the program is actually Reaching and benefiting by dividing the number of people who could use the service in the community by the number of people who are actually receiving the service. Write this number under “Reach”. Waitlists can be a good reference in calculating reach. Be sure to break down your reach data by demographics (see the “Considering Disparities within Targeted Problems” worksheet as a reference).

<table>
<thead>
<tr>
<th>Prioritized Milestone:</th>
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<tbody>
<tr>
<td>Early success:</td>
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Program 1

Targeting: ☐

Effectiveness: 

Reach: 

Targeting: ☐

Effectiveness: 

Reach: 

Targeting: ☐

Effectiveness: 

Reach: 

Targeting: ☐

Effectiveness: 

Reach:
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<th>Program 2</th>
<th>Targeting: □</th>
<th>Effectiveness:</th>
<th>Reach:</th>
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## Continuum Planning Table

Use the table below to help plan how to gather the data and information you need to complete step two above.

<table>
<thead>
<tr>
<th>What information do you need to determine the <strong>effectiveness</strong> and <strong>reach</strong> of current programs <strong>targeting</strong> your Impacts, Milestones, and Early Successes?</th>
<th>How can you gather this information?</th>
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